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Vacations with Pay

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Sickness, Accident Benefit Plans in Manufacturing



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Hon. Milton F. Gregg, Minister — A. H. Brown, Deputy Minister

Published Monthly in English and French

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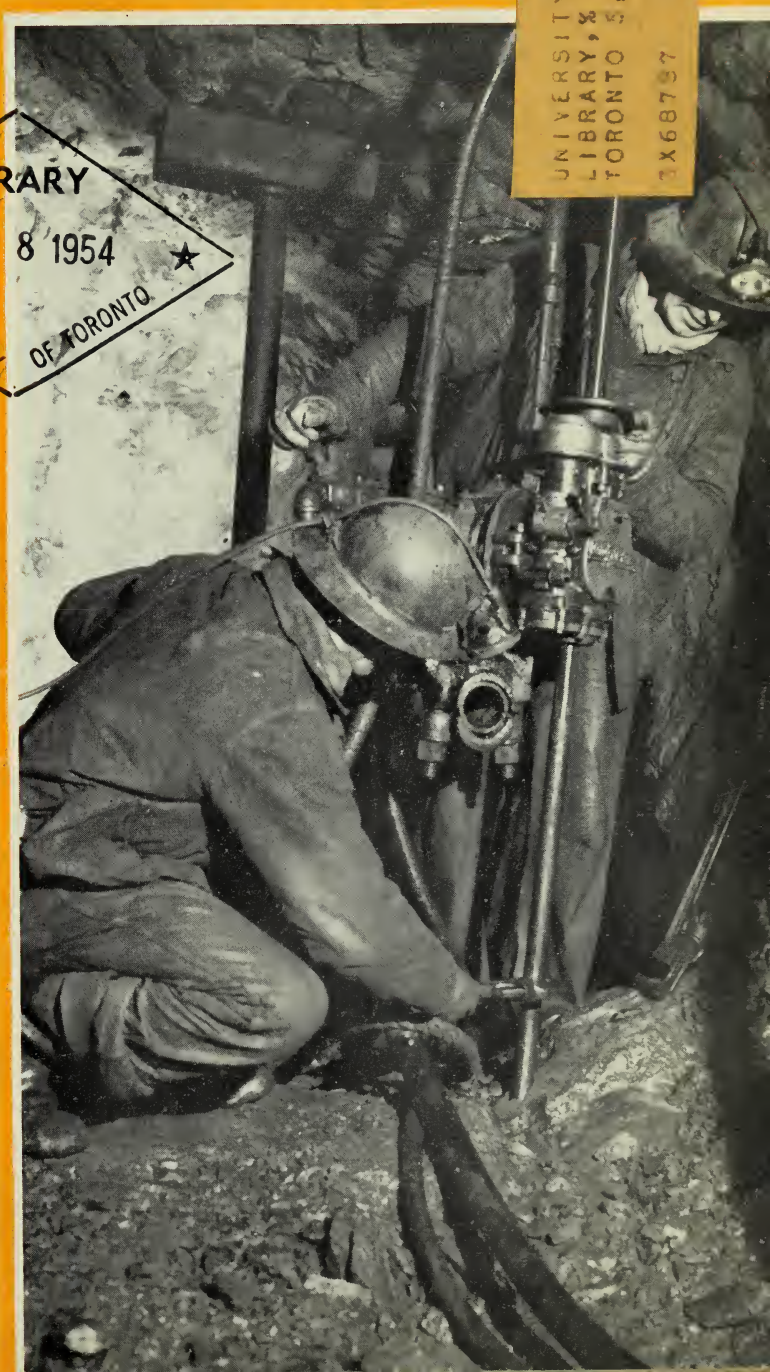
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Collective Agreements in Non-Ferrous Metal Mining

Salaries of Office Workers

Wage Rates of Labourers



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JULY 15, 1954

# CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

## Current Manpower Situation

*OUTDOOR activities increased sharply in June for the second successive month, raising employment to within one per cent of the level attained in the same month last year. While all labour market areas felt the effects of increased labour requirements, those in the Prairie region showed the greatest change, largely because of high levels of construction activity. Substantial lay-offs of temporary and indefinite duration occurred at motor vehicle and parts plants and there was little evidence of an upturn in employment in other manufacturing industries. As a result, unemployment fell less, proportionately, than last year and the levels of both unemployment and short-time work remained considerably higher.*

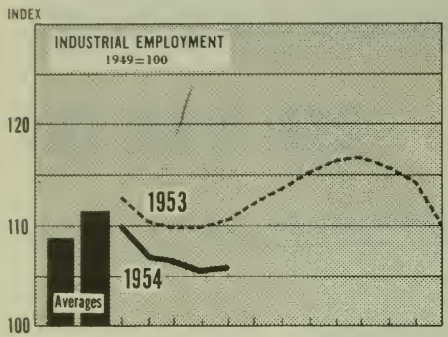
A notable feature of the latest labour force survey (week ended June 19) was the rise in the number of persons at work. This employment indicator has shown a gain of about 335,000 in the period March-June,[1] compared with fewer than 315,000 in the same quarter of the last two years. The increase has largely made up for the employment losses sustained earlier in the year and appears to be mainly the result of greater labour requirements than usual in construction, services and some seasonal manufacturing industries. With the increase, full and part-time employment rose to 5,171,000, only about 30,000 below last year's figure.

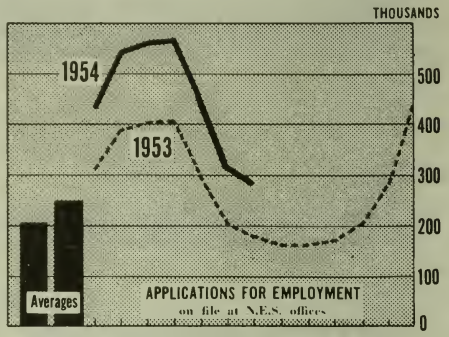
Owing to the steady growth of the labour force, the mid-year level of unemployment was still substantially higher than in 1953. The labour force estimates show, for example, that the number of persons without jobs and seeking work, 185,000, was about double last year's figure. Similarly, applications for jobs on file with the National Employment Service totalled 295,700 at June 17, a year-to-year increase of 116,500.

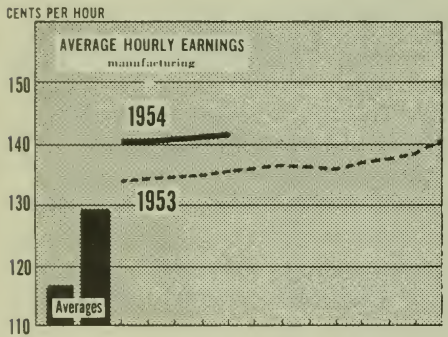
[1] In May 1954, the coverage of the labour force survey was increased to include representation for some of the remote areas not previously covered. In making comparison with previous months, this increase in coverage, amounting to approximately 0.6 per cent, must be kept in mind.

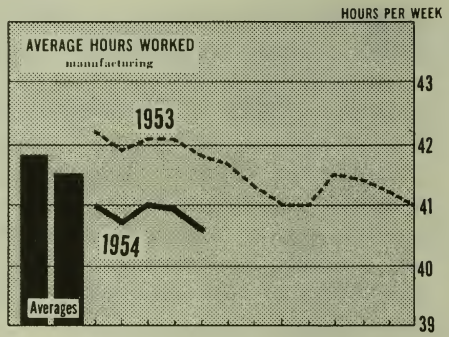
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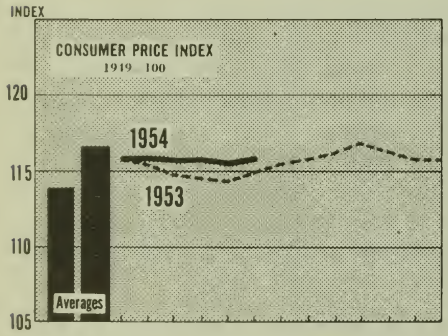
# CURRENT LABOUR TRENDS

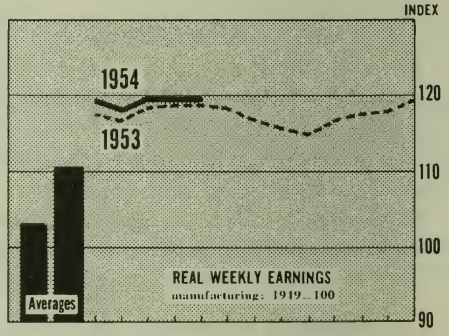


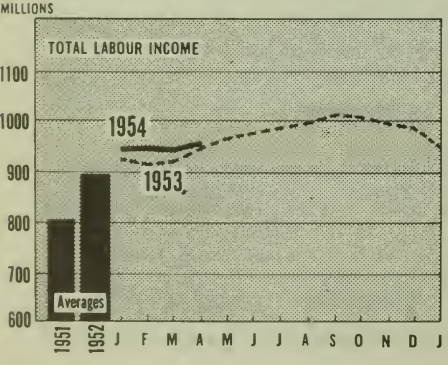



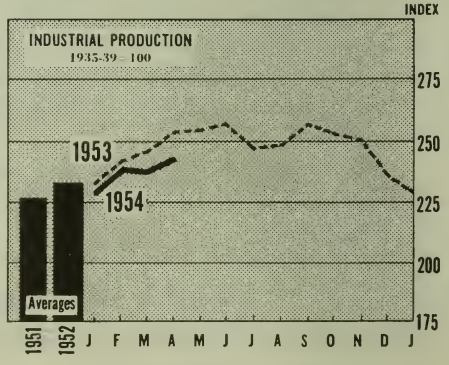



The construction industry accounted for more than one-third of the decline in unemployment during June. Most area reports indicated that activity was approaching the high levels expected earlier, the volume of work begun being slightly greater than in the same period in 1953. Major gains were evident in residential, commercial and institutional building, off-setting a decline in the industrial sector.

With the rehiring of many of the seasonal workers released last winter, it has become clear that much of the remaining unemployment is related to the decline in manufacturing activity. This is reflected in the occupations of workers registered with the National Employment Service. The number of skilled metalworkers registered for work with the NES has increased from 6,000 to 13,500 over the year; that of unskilled transportation equipment manufacturing workers, from 1,400 to 6,200 and of unskilled metalworkers, from 2,700 to 6,400. It is also significant that at July 1, available workers were moderately or substantially in excess of requirements in more than four-fifths of the larger, industrialized centres, whereas an over-supply of labour existed in barely more than one-half of the smaller, less industrialized areas.

The downward trend recorded earlier in the year in manufacturing employment continued; at the first of May the manufacturing total stood slightly more than five per cent below the figure for May 1953. Recent reports of additional lay-offs and instances of short time suggest that little over-all improvement occurred during May or June. Employment remained stable or increased in the paper products, electrical apparatus and supplies, petroleum and chemical products industries. Employment declined in most of the remaining manufacturing industries.

In the consumer goods sector, the textile. clothing and motor vehicle industries continued to show the greatest weakness. Employment in the textile industries (seasonally adjusted)[1] increased one per cent during April but the level at the first of May was 19 per cent lower than at May 1, 1953. Employment in clothing (seasonally adjusted) dropped two per cent in April to a level 13 per cent below the year-earlier figure. In the motor vehicles industry, employment at May 1 was about the same as a year earlier but major production cut-backs developed during May and June. Oshawa, Windsor, and Oakville have been seriously affected by lay-offs in this industry.

Reduced employment was fairly general in the producer goods sector, the decreases (seasonally adjusted) being most marked in the following industries: primary iron and steel, down two per cent in April and 18 per cent over the year; iron castings, down one per cent in April and 13 per cent over the year; agricultural implements, down two per cent in April and 14 per cent over the year; aircraft, up one per cent in April but down 10 per cent over the year; motor vehicles parts and accessories, down four per cent during April and 20 per cent over the year. Furthur employment reductions occurred in the motor parts industry during May and June as a result of the curtailment in vehicle production.

---

[1] The adjustment for seasonality is made on the basis of the average seasonal employment variations in the period 1947 – 1951.

# Labour-Management Relations

BETWEEN June 15 and July 15 a number of important collective bargaining settlements were reached in west coast logging and lumbering, in metal mining and smelting and in the textile industry. In a number of other industries, notably the railways, basic steel and automobile manufacturing, where bargaining has been in progress for several weeks, progress toward the settlement of differences appeared to be only limited. Collective agreement negotiations covering the employees of another major Canadian industry, meat-packing, have now also begun.

Strikes involving salmon fishermen in British Columbia and beverage room employees in four Alberta cities were mainly responsible for a slight increase in work stoppages last month. Preliminary figures for June indicate 31 work stoppages involving 10,157 workers and a time loss of 86,085 man-days. Cumulative totals for the period January-June 1954 are: 94 work stoppages, 25,250 workers and 364,970 man-days. Both the June figures and the six-month totals are considerably lower than those for most of the post-war years.

## Current Developments

*Railways.* As reported last month (L.G., June, p. 750), discussions between representatives of the companies and of unions representing 145,000 non-operating employees were resumed after the middle of June. These discussions, centering around the unions' demands for fringe benefits, followed the rejection by both parties of the report of a board of conciliation. The negotiations held during June failed to produce agreement. At the time of writing no further meetings between the parties were scheduled and a strike vote was being taken among the employees. Results of the vote are expected to be known about mid-August.

Two conciliation boards are currently dealing with disputes between railways and other groups of employees. One board is concerned with differences between the Railway Association of Canada and extra gang employees represented by the Brotherhood of Maintenance of Way Employees (AFL-TLC). The other is endeavouring to settle a dispute between the Canadian National Railways and the Brotherhood of Locomotive Firemen (indep.). In both cases wage increase demands are an important issue.

*Basic Steel.* Bargaining has been going on for some time between the three large Canadian steel producers and the United Steelworkers of America (CIO-CCL). The main union demand appears to be a wage increase of 8½ cents an hour. Differences between the union and the Steel Company of Canada, Limited, at Hamilton are before a conciliation board. Negotiations are less advanced at the Algoma Steel Corporation Limited, Sault Ste. Marie, and Dominion Iron and Steel Limited, Sydney, N.S.

*Automobile Manufacturing.* Conciliation board hearings are in progress in the contract dispute between the Ford Motor Co. of Canada, Limited, and the United Automobile Workers (CIO-CCL). Main union demands were reported to include a 30-cent-an-hour wage increase, a one-year agreement and increased vacation and welfare benefits.

Bargaining between the union and the Chrysler Corporation of Canada, Limited, has also reached the conciliation stage. Union demands appear to be similar to those made at Ford. The union requested conciliation assistance in June.

The five-year agreement between the UAW and General Motors of Canada, Limited, has still one year to run. Under the terms of this agreement, the work week was reduced to 40 hours at the Oshawa plant of the company, effective in June, and an automatic 3-cent-an-hour "improvement factor" increase was granted.

*Non-Ferrous Metals.* A new one-year agreement is reported to have been reached between the Consolidated Mining and Smelting Co. of Canada, Limited, and the International Union of Mine, Mill and Smelter Workers (indep.). Approximately 5,000 employees are affected by the new agreement, which applies to operations at Trail and Kimberly, B.C. Under the terms of the new contract, a wage increase ranging from two to 8½ cents per hour is provided. The Mine, Mill union has also been negotiating for some time with the International Nickel Co. of Canada, Limited, at Sudbury and Port Colborne, Ont. No agreement had been reached at the time of writing; the dispute was referred to a board of conciliation.

The Aluminum Co. of Canada, Limited, and the Aluminum Workers' Council, acting for a number of AFL unions, reached an agreement covering production workers at the new Kitimat smelter in British Columbia. The new two-year agreement includes a wage increase ranging from seven to 13 cents, one additional cent on shift differentials, seven paid holidays and payment by the company of half the cost of a health plan. The same company has started negotiations with the National Metal Trades Federation (CCCL) for its reduction and fabricating plants at Shawinigan Falls, Que. The present agreement covering some 900 workers expires next month. Union demands are reported to include a 25-cent wage increase and other adjustments, while the company is said to be proposing two separate agreements for the two plants and some changes in shift and other working conditions.

*Shipbuilding.* The settlement of long-standing differences between Canadian Vickers, Limited, and four AFL-TLC unions appeared likely following a vote in favour of a settlement formula. The proposed formula is based on the report of a conciliation board which recommended a wage increase of five cents an hour, with a further three cents in March, 1955, and an increase from five to seven statutory holidays.

Negotiations and conciliation have been in progress for some time involving several shipyards and the National Metal Trades Federation (CCCL) representing more than 5,000 workers. This union, also bargaining for a group of workers at Canadian Vickers Limited, Montreal, is reported to be seeking a 12-cent wage increase and a reduction in weekly hours from 45 to 42½. Demands at the Marine Industries Limited, Sorel, Que., and at George T. Davie & Sons, Limited, Lauzon, Que., include a similar wage increase and reduction in hours of work.

On the Great Lakes, negotiations involving about 500 workers are in progress between the Port Arthur Shipbuilding Co., Limited, and the United Steelworkers of America (CIO-CCL).

*Grain Elevators.* A conciliation officer has been unable to settle differences between the Lakehead Terminal Elevators Association and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). A conciliation board is currently being established in an endeavour to settle the dispute.

*Logging and Lumbering.* By a majority vote, some 32,000 West Coast logging and lumber workers accepted a recommendation for a new collective agreement. The settlement between the International Woodworkers of America(CIO-CCL) and Forest Industrial Relations, representing more than 150 operators, was reached with the help of a conciliation officer. No wage increase is provided in the new agreement but a number of fringe items have been changed.

The agreement between the same union and operators in the northern interior of British Columbia expires on September 1 and preliminary negotiations are reported to be under way. The union is seeking a wage increase of six cents an hour, a forty-hour week and other contract improvements.

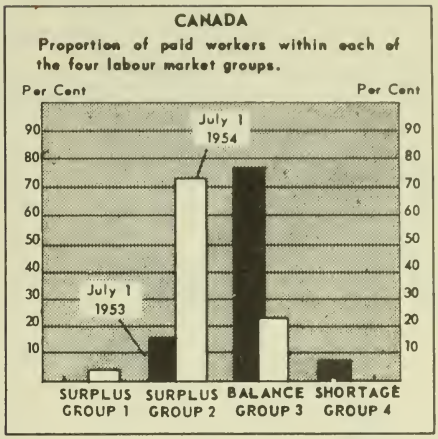
*Fishing.* A new agreement was reached, following a week-long strike, between the Fisheries' Association and the United Fishermen and Allied Workers' Union representing some 5,000 British Columbia coastal fishermen. The new agreement includes slightly higher prices for some varieties of fish. Negotiations between the Fisheries' Association and some 3,500 canning factory workers have reached the conciliation board stage.

*Primary Textiles.* No agreement was reached early this month in the contract negotiations between the Dominion Textile Company, Limited, at Montreal and a subsidiary, Montreal Cottons, Limited, at Valleyfield, Que., and the United Textile Workers of America (AFL-TLC). The union had requested a 10-cent wage increase while the company was proposing a cut in pay. Terms of settlement for the new two-year agreement do not include a general wage change although a wage re-opener clause after one year is provided. Only minor wage adjustments were made.

*Radio Broadcasting.* A first agreement was signed by the Canadian Broadcasting Corporation covering some 400 television technicians. Bargaining agent for the employees is the International Alliance of Theatrical, Stage Employees and Moving Picture Machine Operators of the United States and Canada (AFL-TLC). The new one-year agreement includes a general wage increase of eight per cent, the 40-hour work week and compulsory check-off. Another first agreement was also reached between the CBC and more than 1,000 program, administrative and clerical employees represented by the Association of Radio and Television Employees of Canada (indep.).

*Meat-packing.* Preliminary meetings were scheduled for last month between the United Packinghouse Workers of America (CIO-CCL) and the "Big Three" meat-packing companies, Canada Packers Limited, Swift Canadian Company, Limited, and Burns & Co., Limited. The current agreements with these companies terminate at the end of this month. Union demands for the 15,000 workers are reported to include a general wage increase, equalization of rates between areas, the five-day forty-hour week and other benefits. The three major meat-packing companies each sign an agreement with the union covering their Canadian plants.

# Manpower Situation in Local Areas




UNEMPLOYMENT was reduced during June in all parts of the country by the increase in construction and other seasonal activities. The monthly survey of employment conditions in 109 labour market areas showed that employment conditions had improved substantially in 36 areas. As a net result, areas in the substantial labour surplus category decreased from 21 at June 1 to five at July 1, those in the moderate labour surplus category decreased from 65 to 62 and those with labour demand and supply in approximate balance increased from 23 to 41. One area moved into the labour shortage category.

Despite considerable employment increases during May and June, levels of unemployment remained higher than they were a year ago. This was particularly true in the more industrialized parts of the country because of the slower upturn this year in many manufacturing industries. It is notable, for example, that at July 1, 1954, labour demand and supply were in balance in only eight of 38 metropolitan and major industrial areas. At the same date last year, 25 of these areas were in balance and two were in the labour shortage category. The year-to-year increase in unemployment was generally less marked in smaller, less industrialized areas.

Employment conditions in the various regions relative to each other were about the same as earlier this spring. All areas in the Quebec region were in the moderate labour surplus category, as were the majority of areas in the Maritime and Pacific regions; fewer than half of the areas in Ontario and the Prairie Provinces were in the labour surplus categories.

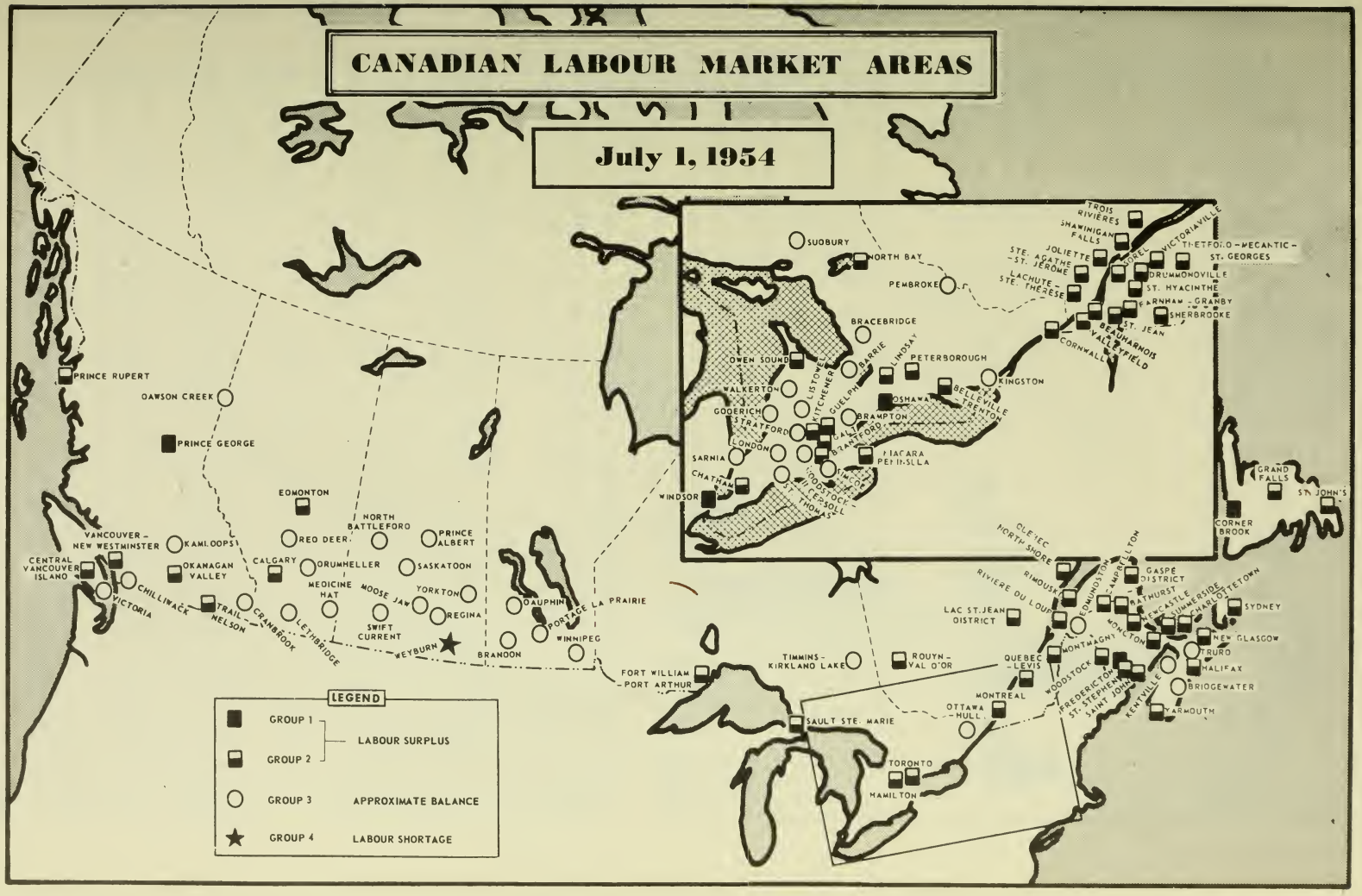
| Labour Market Areas | Labour Surplus * | | | | Approximate Balance * | | Labour Shortage * | |
|---|---|---|---|---|---|---|---|---|
| | 1 | | 2 | | 3 | | 4 | |
| | July 1 1954 | July 1 1953 | July 1 1954 | July 1 1953 | July 1 1954 | July 1 1953 | July 1 1954 | July 1 1953 |
| Metropolitan | 1 | – | 8 | 2 | 2 | 8 | – | 1 |
| Major Industrial | 2 | – | 19 | 9 | 6 | 17 | – | 1 |
| Major Agricultural | – | – | 4 | 1 | 10 | 9 | – | 4 |
| Minor | 2 | – | 31 | 9 | 23 | 45 | 1 | 3 |
| Total | 5 | – | 62 | 21 | 41 | 79 | 1 | 9 |

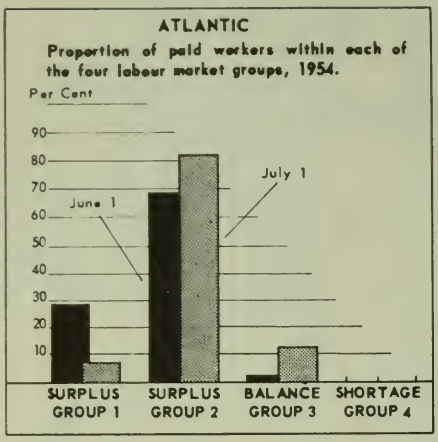
* See inside back cover, *Labour Gazette*.

# CLASSIFICATION OF LABOUR MARKET AREAS, July 1, 1954

| | LABOUR SURPLUS | | APPROXIMATE BALANCE | LABOUR SHORTAGE |
|---|---|---|---|---|
| | Group 1 | Group 2 | Group 3 | Group 4 |
| METROPOLITAN AREAS (labour force 75,000 or more) | Windsor | Calgary<br>Edmonton<br>Hamilton<br>Montreal<br>Quebec – Levis<br>→ ST. JOHN'S<br>Toronto<br>Vancouver – New Westminster | Ottawa – Hull<br>→ WINNIPEG | |
| MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity) | Corner Brook<br>Oshawa | Brantford<br>Cornwall<br>Farnham – Granby<br>→ FORT WILLIAM – PORT ARTHUR<br>Guelph<br>Halifax<br>Joliette<br>Kitchener<br>→ LAC ST. JEAN<br>Moncton<br>New Glasgow<br>Niagara Peninsula<br>Peterborough<br>→ ROUYN – VAL D'OR<br>Saint John<br>→ SHAWINIGAN FALLS<br>Sherbrooke<br>Sydney<br>Trois Rivières | Kingston<br>→ LONDON<br>→ SARNIA<br>→ SUDBURY<br>→ TIMMINS – KIRKLAND LAKE<br>Victoria | |
| MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture) | | Charlottetown<br>Chatham<br>→ RIVIERE DU LOUP<br>Thetford – Megantic – St. Georges | Barrie<br>Brandon<br>Lethbridge<br>Moose Jaw<br>North Battleford<br>→ PRINCE ALBERT<br>→ RED DEER<br>Regina<br>Saskatoon<br>Yorkton | |
| MINOR AREAS (labour force 10,000 – 25,000) | Fredericton<br>Prince George | → BATHURST<br>Beauharnois<br>Belleville – Trenton<br>→ CAMPBELLTON<br>Central Vancouver Island<br>→ DRUMMONDVILLE<br>Galt<br>→ GASPE<br>Grand Falls<br>Lachute – Ste. Thérèse<br>Lindsay<br>→ MONTMAGNY<br>Newcastle<br>North Bay<br>Okanagan Valley<br>Owen Sound<br>Prince Rupert<br>→ QUEBEC NORTH SHORE<br>→ RIMOUSKI<br>→ SAULT STE. MARIE<br>Sorel<br>Ste. Agathe – St. Jérôme<br>St. Hyacinthe<br>St. Jean<br>→ ST. STEPHEN<br>Summerside<br>Trail – Nelson<br>Valleyfield<br>→ VICTORIAVILLE<br>Woodstock, N.B.<br>Yarmouth | → BRACEBRIDGE<br>Brampton<br>Bridgewater<br>→ CHILLIWACK<br>→ CRANBROOK<br>→ DAUPHIN<br>→ DAWSON CREEK<br>→ DRUMHELLER<br>→ EDMUNDSTON<br>Goderich<br>→ KAMLOOPS<br>→ KENTVILLE<br>Listowel<br>Medicine Hat<br>→ PEMBROKE<br>→ PORTAGE LA PRAIRIE<br>Simcoe<br>Stratford<br>St. Thomas<br>Swift Current<br>→ TRURO<br>Wolkerton<br>Woodstock – Ingersoll | → WEYBURN |

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.


CANADIAN LABOUR MARKET AREAS
July 1, 1954
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
EDMONTON
VANCOUVER – NEW WESTMINSTER
KAMLOOPS
RED DEER
NORTH BATTLEFORD
PRINCE ALBERT
CENTRAL VANCOUVER ISLAND
OKANAGAN VALLEY
CALGARY
DRUMHELLER
SASKATOON
MEDICINE HAT
MOOSE JAW
YORKTON
VICTORIA
CHILLIWACK
TRAIL – NELSON
CRANBROOK
LETHBRIDGE
SWIFT CURRENT
REGINA
WEYBURN
BRANDON
DAUPHIN
PORTAGE LA PRAIRIE
WINNIPEG
FORT WILLIAM – PORT ARTHUR
TIMMINS – KIRKLAND LAKE
ROUYN – VAL D'OR
SAULT STE. MARIE
OTTAWA – HULL
MONTREAL
QUEBEC – LEVIS
TORONTO
HAMILTON
SUDBURY
NORTH BAY
PEMBROKE
BRACEBRIDGE
OWEN SOUND
PETERBOROUGH
KINGSTON
WALKERTON
GODERICH
STRATFORD
LONDON
SARNIA
CHATHAM
WINDSOR
BRAMPTON
OSHAWA
BELLEVILLE – TRENTON
NIAGARA PENINSULA
TROIS RIVIERES
SHAWINIGAN FALLS
VICTORIAVILLE
THETFORD – MEGANTIC – ST. GEORGES
JOLIETTE – STE. AGATHE – ST. JEROME
LACHUTE – STE. THERESE
DRUMMONDVILLE
ST. HYACINTHE
GRANBY
SHERBROOKE
ST. JEAN
BEAUHARNOIS – VALLEYFIELD
CORNWALL
GRAND FALLS
ST. JOHN'S
CORNER BROOK
GASPÉ DISTRICT
RIMOUSKI
RIVIERE DU LOUP
LAC ST. JEAN DISTRICT
EDMUNDSTON
AMPBELLTON
BATHURST
NEWCASTLE
SUMMERSIDE
CHARLOTTETOWN
SYDNEY
MONCTON
NEW GLASGOW
TRURO
HALIFAX
BRIDGEWATER
YARMOUTH
WOODSTOCK
FREDERICTON
ST. STEPHEN
SAINT JOHN
KENTVILLE
LEGEND
GROUP 1
GROUP 2
LABOUR SURPLUS
GROUP 3
APPROXIMATE BALANCE
GROUP 4
LABOUR SHORTAGE




JUNE was featured by a rapid seasonal expansion of employment in the Atlantic region. After a slow start in April and early May, outdoor activities advanced quickly in June, bringing the gain in employment for these three months to a level only slightly lower than usual. The number of persons working full time increased by an estimated 39,000 to a total of 454,000 during the four-week period ending June 19. The increase for the month of June was more than twice as great as in the same period in 1953.

All parts of the region recorded employment increases during June, the most pronounced changes occurring in Newfoundland, where the activities that had been mainly responsible for delaying increases in employment this spring strengthened. An increase in the price of fish, together with good catches and favourable weather conditions, encouraged fishermen to return to work and, in turn, resulted in employment expansion in fish processing and canning. At the same time, labour requirements for construction increased as residential building became more active and hiring for defence projects continued.

In other parts of the region, employment increased moderately. Activities such as agriculture, fishing, water and truck transportation, construction and fruit and fish canning shared in the increase. Employment continued below last year's levels in coal mining, textiles and primary iron and steel.

The general increase in activity in the region during June caused three labour market areas to be reclassified from the moderate surplus to the balanced category, and four from the substantial to the moderate surplus category. With these changes, four of the 21 areas in the region were in balance, 15 were in the moderate and two in the substantial labour surplus categories at the beginning of July. Last year 14 areas were in the balanced category and seven in the moderate labour surplus category.

*Metropolitan and Major Industrial Areas.* Further employment increases in construction and fishing reduced the labour surplus to moderate proportions in St. John's. A contract amounting to $1,400,000 for extensive construction and utilities work requiring about 500 workers at Pepperrell Air base was scheduled to start this month.

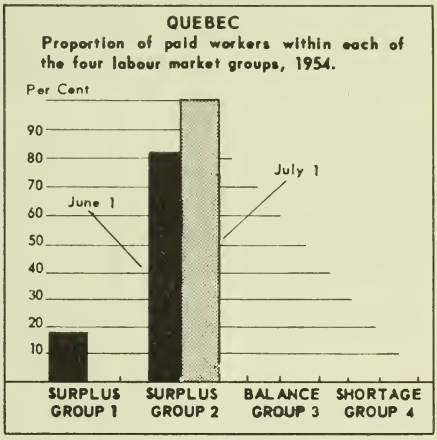
In the major industrial areas, the pick-up in employment was smaller this spring than last owing to the slow revival of activity in the construction industry. While investment intentions, as surveyed at the end of 1953, indicate substantial increases in housing starts this year, the DBS survey on new residential construction showed a smaller volume of work

in progress during the first four months of 1954 than 1953. Delay in construction contributed to the higher unemployment levels in all six areas.

*Major Agricultural and Minor Areas.* Employment expanded according to the seasonal pattern in the major agricultural and minor areas. Edmundston, Kentville and Truro moved from the moderate surplus to the balanced category during the month. Fredericton remained in the substantial surplus category largely as a result of reduced activity in the textile industry.

## QUEBEC

LABOUR requirements for outdoor activities continued to increase in Quebec during June. The construction industry was responsible for most of this expansion but the tourist trade was also increasing after a slow beginning and employment in sawmilling and fishing increased slightly more in June as the weather improved. An estimated 15,000 persons, including students, immigrants and seasonal workers, entered the working force during the four weeks ending June 19. During the same period, the number of persons at work increased by 22,000 to a total of 1,433,000, some 14,000 fewer than in June 1953.




Little change occurred in the employment levels of most manufacturing industries although the more seasonal ones were expanding as usual during the month. Small year-to-year increases continued in the pulp and paper, chemicals, and printing industries during the first five months of 1954 while declines of some magnitude, combined with more short-time operations than in 1953, persisted in the textile and clothing industries.

Employment increased sufficiently during the month to bring into the moderate labour surplus category all ten areas that had been in the substantial surplus category at the beginning of June. This meant that all 24 areas in the region were in the moderate surplus category by the beginning of July. A year earlier, 10 areas were in the moderate labour surplus category and 14 were in balance.

*Metropolitan Areas.* Hiring was slow in the heavy industries in the Montreal area and, with further lay-offs of workers in the aircraft and textile industries, regular workers as well as students were finding it more difficult to find jobs than they did a year ago. Reflecting this, the labour market in Montreal was classified in the moderate labour surplus category; in June 1953 it was in balance.

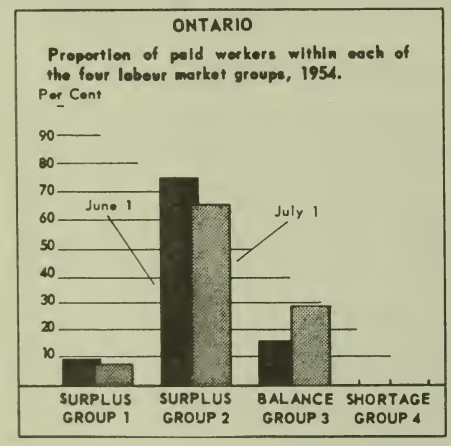
More workers were currently employed on the numerous construction projects under way in Quebec City this year than in 1953. Despite this

expansion, skilled construction tradesmen were still available in moderate numbers, as were most other types of workers. The area remained in the moderate labour surplus category.

*Major Industrial Areas.* The usual seasonal increase in employment brought the Lac St. Jean and Shawinigan Falls areas from the substantial to the moderate labour surplus category during the month. Registrations for employment at NES offices in these areas fell approximately to the level of June 1953. In the Rouyn-Val d'Or area, however, where the labour market was similarly reclassified during the month, applications for employment were still appreciably higher than in the same month last year, reflecting the decline in construction activities in the mining towns and surrounding district. Full-time operations have been resumed in a number of the larger textile plants in the Sherbrooke area but employment was considerably lower than a year earlier and production in some of the smaller firms and in hosiery mills generally was still irregular. The area remained in the moderate labour surplus category.

*Major Agricultural and Minor Areas.* Increased activity in the clothing as well as in most seasonal industries resulted in the reclassification of the Victoriaville labour market from the substantial to the moderate labour surplus category. Six other areas moved from the substantial to the moderate surplus category during the month as the result of increased labour requirements in farming and construction.

## ONTARIO




During June outdoor activity, particularly in construction, agriculture and the tourist resort industries continued to increase in the Ontario region. In the four weeks ending June 19, the number of full-time workers increased by 22,000 to a total of 1,768,000, a figure just slightly higher than last year. The increase in the numbers at work was accompanied by an almost equal increase in the labour force so that the decline in the number of persons without jobs and seeking work during the month was only slight.

The increase in employment opportunities during the month was almost entirely the result of seasonal activities; construction work gradually increased, tourist resorts opened and haying and fruit-picking began. Activity in most manufacturing industries, however, continued slow during the month; further lay-offs occurred in the automobile and parts industry and scattered lay-offs in some of the other iron and steel industries. Most textile mills continued to operate at reduced capacity but a few have been recalling workers. In the southern part of the region there has been a demand for female workers for the food canning and processing industry

with plenty of labour available. Opportunities for summer employment are more limited than they have been for some years and students have had more difficulty in finding jobs.

Increasing seasonal employment resulted in the reclassification of six areas from the moderate surplus to the balanced category during June and substantially reduced unemployment in Sault Ste. Marie, bringing the area from the substantial to the moderate surplus category. At July 1, of the 34 areas in the region, Windsor and Oshawa were still in the substantial surplus category, 15 areas, including Toronto and Hamilton, were in the moderate surplus category and 17 were in balance. A year earlier, two areas were in the moderate surplus category, 29 were in balance and three were in the labour shortage category.

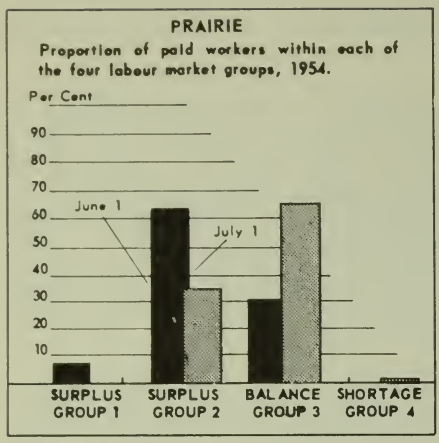
*Metropolitan Areas.* Construction activity accelerated in Toronto, Hamilton and Ottawa-Hull during June. By the end of the month the supply of good construction tradesmen and even unskilled construction workers was nearly exhausted in Ottawa and some categories were becoming scarce in Toronto. Generally, however, the supply of labour was adequate to fill current demand in all the metropolitan areas. The Ottawa area remained in approximate balance and Toronto was approaching a balanced labour market situation but lay-offs in the manufacturing industries kept it in the moderate surplus category. In Hamilton, the low level of activity in the iron and steel and textile industries more than offset the higher levels of construction this year. In Windsor, employment declined during the month with the additional lay-offs in the automobile industry and the area remained in the substantial surplus category.

*Major Industrial Areas.* The gradual upward trend in employment in most of the major industrial areas continued during June as construction activity increased and logging and sawmilling in the northern areas increased. Four of the major industrial areas moved from the moderate surplus to the balance category during the month; one remained in balance, six in the moderate surplus category and Oshawa in the substantial labour surplus category.

*Major Agricultural and Minor Areas.* Increases in seasonal labour requirements in Bracebridge and Pembroke brought these areas into the balanced category during June and reduced the labour surplus in Sault Ste. Marie from substantial to moderate proportions. By the beginning of July, 11 of the 18 major agricultural and minor areas were in balance, and seven were in the moderate surplus category. A year earlier, 16 were in balance and two were in the labour shortage category.

## PRAIRIE

EMPLOYMENT in the Prairie region continued to rise during June, although the gain was not as great as in May. DBS estimates for the week ending June 19 showed 865,000 persons employed full time in the region. This total was 6,000 greater than a month earlier but still 15,000-18,000 less than the figure for the corresponding date in 1953. The level of unemployment showed some corresponding decline in June but remained higher than last year.



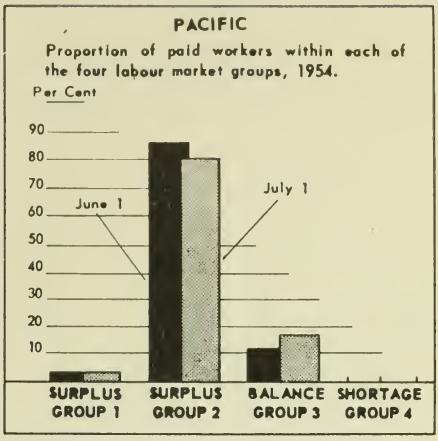

Although manufacturing activity showed some improvement during the month, most of the reduction in unemployment resulted from a gradual increase in outdoor activities. Rainy weather continued to delay construction and agriculture, particularly in the northern parts of Alberta and Saskatchewan. Since the total construction program for the region is larger than that of last year, this delay was expected to create a heavy demand for construction workers later in the season. In all but a few areas, however, the available labour supply appeared ample enough to meet both current and prospective requirements. Applications for skilled construction jobs were almost three times as numerous as last year.

During the month, labour surpluses were reduced from substantial to moderate proportions in Fort William-Port Arthur. Winnipeg and six other areas moved from the moderate surplus to the balanced category and Weyburn from the balanced to the shortage category. At July 1, of the 20 areas in the region, three were in the moderate surplus category, 16 were in balance and one was in the labour shortage category. A year earlier, 14 areas were in balance and six in the labour shortage category.

*Metropolitan and Major Industrial Areas.* In Winnipeg labour requirements in construction and manufacturing increased sufficiently to bring the area from the moderate surplus to the balanced category, although production and employment generally were below last year's. Employment was notably lower in the manufacture of clothing, transportation equipment and iron and steel products. The levels of unemployment in Edmonton and Calgary showed little change. Construction, particularly residential building, increased steadily but the resulting demand did not fully absorb the large numbers of workers coming into these cities from other sections of the country.

In Fort William-Port Arthur 1,000 more loggers were rehired in June for summer operations, raising logging employment to the usual level of about 4,500. Highway construction was retarded as a result of government investigations and employment in shipbuilding and aircraft manufacturing was unchanged at levels more than a third lower than a year earlier.

*Major Agricultural and Minor Areas.* The demand for construction workers was sufficiently strong in Weyburn to classify it in the labour shortage category. In other areas of Saskatchewan, notably Regina, Swift Current and Saskatoon, the demand for farm, construction, clerical and sales workers continued to increase. In most other areas the labour supply was large enough to meet all summer requirements. In Alberta coal mining areas, virtually all mines were operating part time with reduced staffs.




EMPLOYMENT in logging, lumbering, fishing and agriculture increased at the usual rate during June in the Pacific region; construction activity, on the other hand, lagged somewhat and manufacturing and mining employment showed little change. During the four weeks ending June 19, the number of persons at work rose from 401,000 to 410,000, an increase of about the same magnitude as in 1953 when the June figure reached 414,000.

The logging and lumbering industries, aided by favourable weather and strong markets, were operating at capacity in most areas. Employment in fishing and fish canning increased at the usual rate. The halibut season closed early in June with a smaller but more valuable catch than last year. Agreement had been reached on salmon prices and, since stocks of canned salmon are now nearly exhausted, this section of the industry is expected to be fully active. Although construction work increased gradually during the month, the current program, composed of medium and small projects, required fewer workers than last year's.

Labour demand increased in most of the areas in the Pacific region during June and three – Chilliwack, Cranbrook and Kamloops – were reclassified from the moderate labour surplus to the balanced labour market category. At the beginning of July, of the ten areas in the region, Prince George was still in the substantial surplus category, five areas were in the moderate labour surplus category and four were in balance. At the corresponding date in 1953, two areas were in the moderate labour surplus category and eight in balance.

*Metropolitan and Major Industrial Areas.* In the Vancouver-New Westminster area, there was a moderate increase in labour demand in June, as logging camps, sawmills, plywood mills and pulp and paper mills operated at capacity. Although there was continuous but slow improvement in the construction industry, activity was still well below the 1953 peak. Manufacturing employment showed no marked change during the month.

In the Victoria area, the employment situation improved in a number of industries, particularly logging, shipbuilding and construction. This resulted in shortages of some types of skilled workers. Shipyards were busier as work proceeded on a number of fairly large jobs. Construction work was under way on several sizable projects. Lumber shipments out of Victoria to foreign markets reached a considerably higher level during the first five months of this year than of 1953, resulting in a high level of employment of longshoremen.

*Minor Areas.* The employment situation improved in most minor areas in June. Logging was busier generally, although operations were retarded by adverse weather in some parts of the Kamloops and the Trail-Nelson areas. Lumber mills were also busier and the construction industry was fairly active. Hirings increased in some mines but were offset by lay-offs in others, notably the closure of one mine, affecting 270 workers.

# Current Labour Statistics

(Latest available statistics as of July 10, 1954.)

| Principal Items | Date | Amount | Percentage Change From | |
|---|---|---|---|---|
| | | | Previous Month | Previous Year |
| *Manpower* | | | | |
| Total civilian labour force (a) | June 19 | 5,462,000 | + 1.3 | + 1.4 |
| Persons at work 35 hours or more | June 19 | 4,826,000 | + 2.1 | — 1.3 |
| Persons at work less than 35 hours | June 19 | 345,000 | — 1.7 | + 21.5 |
| Usually work 35 hours or more | June 19 | 136,000 | + 6.3 | + 52.8 |
| On short time | June 19 | 44,000 | 0.0 | +100.0 |
| Usually work less than 35 hours | June 19 | 209,000 | — 6.3 | + 7.2 |
| Persons with jobs not at work | June 19 | 106,000 | +11.6 | — 15.2 |
| Usually work 35 hours or more | June 19 | 103,000 | +12.0 | — 14.2 |
| Usually work less than 35 hours | June 19 | * | 0.0 | 0.0 |
| Persons without jobs & seeking work | June 19 | 185,000 | —14.8 | +105.6 |
| Persons not in the labour force | June 19 | 4,778,000 | — 1.3 | + 3.1 |
| Registered for work, NES (b) | | | | |
| Atlantic | June 24 | 33,238 | —24.4 | + 35.0 |
| Quebec | June 24 | 89,904 | —16.5 | + 42.6 |
| Ontario | June 24 | 95,253 | —10.3 | + 97.0 |
| Prairie | June 24 | 35,144 | —21.4 | + 68.3 |
| Pacific | June 24 | 30,542 | — 9.3 | + 33.8 |
| Total, all regions | June 24 | 284,081 | —15.5 | + 58.1 |
| Ordinary claims for Unemployment Insurance benefit | June 1 | 247,755 | —26.8 | + 73.2 |
| Amount of benefit payments | May | $20,709,106 | —18.4 | + 69.8 |
| Index of employment (1949 =100) | May 1 | 106.1 | + 0.5 | — 4.3 |
| Immigration | May 1 | 23,078 | +38.6 | + 13.3 (c) |
| *Industrial Relations* | | | | |
| Strikes and lockouts — days lost | June | 86,085 | — | + 73.5 (c) |
| No. of workers involved | June | 10,157 | — | + 29.7 (c) |
| No. of strikes | June | 31 | — | + 10.6 (c) |
| *Earnings and Income* | | | | |
| Average weekly wages and salaries | May 1 | $59.14 | + 0.1 | + 2.8 |
| Average hourly earnings (mfg.) | May 1 | $ 1.42 | + 0.6 | + 4.7 |
| Average hours worked per week (mfg.) | May 1 | 40.6 | — 0.7 | — 2.9 |
| Average weekly earnings (mfg.) | May 1 | $57.61 | — 0.1 | + 1.7 |
| Consumer price index (av. 1949 =100) | June 1 | 116.1 | + 0.5 | + 1.5 |
| Real weekly earnings (mfg. av. 1949 =100) | May 1 | 119.6 | 0.0 | + 0.8 |
| Total labour income $000,000 | April | 954 | + 1.4 | + 0.5 |
| *Industrial Production* | | | | |
| Total (average 1935 — 39 =100) | April | 242.9 | + 2.8 | — 4.6 |
| Manufacturing | April | 253.8 | + 1.8 | — 6.3 |
| Durables | April | 307.5 | + 1.1 | — 9.0 |
| Non-Durables | April | 219.4 | + 2.5 | — 3.7 |

(a), (b): See inside back cover, *Labour Gazette.*

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

# Notes of Current Interest

## *Marion V. Royce Named Women's Bureau Director*

Miss Marion V. Royce, MA, Principal of Moulton College, Toronto, has been named Director of the Women's Bureau of the Department of Labour. She is expected to assume her new duties early in September.

Born in St. Thomas, Ont., Miss Royce is a graduate of McMaster University and the Ontario College of Education. She has taken post-graduate studies in social science in Toronto and Chicago.

### Long Service With YWCA

Between periods in the teaching profession she was General Secretary of the National Girls' Work Board of the Religious Educational Council of Canada from 1928 to 1932. Later she became Educational Secretary for the YWCA in Montreal.

In 1942 she began a long association with the World YWCA. During this period she travelled extensively studying and reporting upon economic and social problems of particular concern to women.

She also participated in a number of activities sponsored by the ILO. She took part in the Social Commission on the Status of Women and has served as a consultant on other United Nations questions.

She has been Principal of Moulton College for two years.

The Women's Bureau that she will head will be the focal point for the preparation, distribution and interchange of information concerning women in employment.

## *1954 Housing Program Gains in Tempo—Brunet*

Canada's 1954 housing program is gaining in tempo, after a slow start, according to Raymond Brunet, President of the Canadian Construction Association. Mr. Brunet, who addressed members of the Winnipeg Builders' Exchange and the Canadian Construction Association Prairie Road Builders Section on June 21, pointed out that 1953's record housing program of 104,000 completions served only to look after Canada's normal population increase and that the construction industry has the capacity to build 125,000 units annually without any undue pressure on construction costs. According to Mr. Brunet, a minimum annual volume of this size is necessary if the housing backlog is to be overcome.

### Prospects "Excellent"

The CCA President noted that the Association has advocated that the Federal Government amend the National Housing Act so that more liberal lending terms could be provided for home owners. Calling the present prospects for a high level of construction "excellent", Mr. Brunet added that in the present transition period it is "perhaps more important than ever to keep construction costs at levels that will continue to attract investors". As an example of this, he cited the action of contractors and several building trade unions in the Winnipeg area who had signed new labour agreements containing last year's provisions.

Mr. Brunet stated that in some parts of the country there has been requests by labour for "substantial wage increases". He remarked that "this has taken place, in spite of the trend in the cost of living, the extensive increase in real wages in recent years and union publicity concerning unemployment."

## *April Housing Completions Rise after 2-Month Lag*

After lagging behind last year's figures in February and March, completions of new housing units picked up in April, when 6,774 became ready for occupancy. This was an increase of 449 or 7 per cent over the April 1953 total, the Dominion Bureau of Statistics has reported.

The total of completions for the first four months of this year, 27,101, was 2,384 or nearly 10 per cent more than the number finished in January-April last year.

The number of new dwellings started, however, was down both in April and in the first four months. The April 1954 total, 8,692, was lower by 1,210 units or 12 per cent than that for the preceding April. The total starts during the first four months this year, numbering 20,414, were 1,418 (6·5 per cent) fewer than last year.

Under construction at the end of April were 52,978 units, 352 more than on the same date last year but 6,989 (more than 13 per cent) fewer than on January 1.



92110—2

## *Labour and Farm Income Drop, Production Slips*

Canadian labour income for March was estimated by the Dominion Bureau of Statistics at $941,000,000, a decrease of $6,000,000 from February but $17,000,000 or two per cent higher than for March last year.

The cumulative total for the first quarter of this year, however, is estimated at $2,829,000,000, two per cent higher than the 1953 first-quarter estimate of $2,772,000,000.

Estimated income for the primary industry group declined $4,000,000 in March from February; for manufacturing, by $1,000,000 and in the distributive trades by $2,000,000. For the finance and service group it increased by $1,000,000 to $227,000,000, while in construction, labour income remained unchanged.

Compared with March last year, estimated income was higher for primary industry, the distributive group, finance and services, and lower for manufacturing and construction.

Per capita weekly earnings at the end of March averaged $59.06 as compared with $57.33 at the end of March last year.

Farm cash income from the sale of farm products, on the other hand, decreased six per cent in the first quarter of this year compared with the same period in 1953. According to a DBS report, cash receipts in the quarter were estimated at $504,311,000, as compared with $536,150,000 a year earlier and the all-time first quarter high of $555,700,000 established in 1952.

The downturn in Canada's gross national product continued in the first quarter of this year, according to another DBS report. After allowing for seasonal factors, gross national product was at an estimated annual rate of $24,200,000,000 in the first quarter, about the same as a year earlier but down from $24,500,000,000 in the fourth quarter last year.

Excluding accrued net income of farm operators, Canada's gross national product showed a figure of $22,500,000,000 for the first quarter as compared with $22,700,000,000 for the fourth quarter last year.

At the same time, the DBS index number of the volume of Canada's industrial production declined 4·6 per cent during April. It stood at 242·9, down from last year's 254·5. During the first four months of this year the composite index averaged about three per cent below a year earlier.

The manufacturing component of April's index was down more than six per cent, and the electricity and gas components declined slightly in the same comparison. By contrast, mineral production increased more than five per cent.

Sales of new farm implements and equipment declined in value by five per cent in 1953 for the first time in more than a decade.

Commenting on the economic situation, the Executive Council of the Canadian Congress of Labour issued a statement June 15 emphasizing that despite some seasonal pick-up, unemployment remains at a serious level.

The council proposed amendments to the Unemployment Insurance Act eliminating the present waiting period, extending benefits to persons now unable to get them, and increasing benefits. Other proposals included the application of a moratorium on mortgages, launching of new public works, an expanded housing program, increased aid to under-developed countries, and adoption of a comprehensive public assistance program including federal aid to municipalities in meeting welfare costs.

Later, Donald MacDonald, Secretary-Treasurer of the CCL, said in a statement issued June 23 that "with 217,000 people without jobs and looking for work, 103,000 more than at this time last year, it is apparent that there is not going to be merely a seasonal solution". He repeated the CCL's demand for "prompt and vigorous" government action.

Another Canadian labour leader, Roger Provost, President of the Quebec Federation of Labour (TLC), told delegates at the Federation's 17th annual convention in Granby that prosperity "is now on the way out and sure signs of a coming recession, if not depression, are all around us".

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## *U.S. Unemployment Drops But Less Than Expected*

Unemployment in the United States dropped slightly in May and employment rose appreciably, according to a joint statement issued June 7 by the U.S. Labor and Commerce Departments.

The estimated decline of 160,000 in the number of jobless workers was smaller than expected at this time of year and "could have been due to sampling variability," the U.S. Bureau of the Census cautioned in analysing the monthly figures.

The joint release said total employment rose by 500,000, reflecting a seasonal expansion in farming, construction and other outdoor activities.

The discrepancy between the two figures was explained by the fact that additional

persons entered the labour force, many of them housewives and students who took temporary farm jobs.

Although factory employment showed a further drop in May, "there was a definite slackening in the downtrend," the two government departments said.

There was no change in the number of persons out of work for 15 weeks or longer. The total was 1,000,000 in May, as it had been in April and in March.

Between early April and early May, total employment rose from 60,600,000 to 61,100,000. Unemployment went from 3,465,000 in April to 3,305,000 in May.

Manufacturing employment dropped 193,000 to about 15,500,000, which is 1,500,000 below the May total of a year ago. This was the smallest drop for any month since the industrial downtrend began last autumn.

Commenting on the situation, Nelson H. Cruikshank, the AFL's director of social insurance activities, said that "unemployment is not, at this time, a theoretical threat".

The labour official told the U.S. House Ways and Means Committee that "approximately 8·5 per cent of the labour force is now out of work. This is a real and present danger."

Mr. Cruikshank presented the Committee with AFL demands for amending the Social Security Act to increase unemployment insurance benefits, extend their duration, and limit the disqualifying provisions. He also asked that unemployment insurance coverage be made co-extensive with the federal government's old age and survivors' insurance program.

About the same time, President Eisenhower's chief economic adviser said the government does not view the present level of unemployment as a situation to be accepted indefinitely.

**Government Measures**

Dr. Arthur F. Burns, Chairman of the Council of Economic Advisers, said at a press conference that many things had been done to reduce unemployment. He described the Government's anti-recession measures as part of its legislative program.

Dr. Burns said tax cuts—about $7,000,000,000 in a single year—had been made to strengthen private spending and consumption power. He said other bills are now before Congress dealing with tax revision, housing and social security.

The Bureau of Employment Security of the U.S. Department of Labor reported on June 13 that the week ending May 29 was the seventh successive week in which the number of workers receiving state unemployment insurance had declined. The number dropped by 112,700 to 1,996,000.

The Bureau said that reports from 40 states showed new unemployment among covered workers as measured by volume of initial claims filed also declined for the fourth successive week.

At the same time, the U.S. Federal Reserve Board found that slightly more than seasonal strength was displayed in both manufacturing and mining during May. The board's industrial production index went up, marking the first time it has increased since last July.

The index rose even though industrial production remained where it had been in April. Industrial output in May was at the April rate of 123 per cent of the 1947-49 average. But the seasonally adjusted index, which had also read 123 in April, went up two points in May to 125, reflecting a production that bettered normal seasonal expectations.

Production of durable goods dropped slightly, but not as sharply as it normally does at this season, while non-durable goods production remained at the April level, reported the Board.

**Business On Upswing**

U.S. Secretary of Commerce Sinclair Weeks told the Detroit Economic Club on June 14 that business in the United States was on the upswing. Citing the drop in registered unemployment and the increase in the industrial production index, he added that construction was far ahead of May 1953.

The latter is confirmed by a joint report of the Labor and Commerce Departments. According to the report, expenditures for new construction set a record for May.

Private spending for residential building rose more than usual this spring, and commercial building reversed its downward trend of the past few months with a more-than-seasonal advance to a new all-time peak for May.

On the other hand, said the report, expenditures for private industrial plant, which have been falling off since early 1953, continued the slow downtrend.

Another report by the two government departments estimates that new construction expenditures will reach a new record high in 1954 and are expected to be two per cent above the 1953 record level. The estimate is based on the higher level of new home building and other civilian construction so far this year than was expected last November.



92110—2½

## *Employment in U.K. Higher Than Year Ago*

Civilian employment in Great Britain in April this year increased over the previous month and over the same month last year.

At the end of April, according to the Ministry of Labour, there were 22,337,000 persons in industry, commerce and services of all kinds. This was 63,000 more than in March and 183,000 more than in April 1953.

The increase resulted from the intake of those leaving school at Easter and from the rise in seasonal employment.

The Ministry estimates that the total working population increased by 41,000 (16,000 men and 25,000 women) during April.

The total number of persons registered as unemployed on May 10 was 289,400, which includes 13,100 who were temporarily laid off. This was 27,200 fewer than on April 12.

Unemployment on May 10 was 1·4 per cent of the estimated total number of employees, compared with 1·5 per cent in April and 1·6 per cent a year ago. Persons who had been unemployed for more than eight weeks numbered 134,700.

The strength of the armed forces at the end of April was 842,000, which is 4,000 fewer than in March and 24,000 fewer than in April 1953.

## *U.N. Says Unemployment Is Major Problem*

The problem of preventing large-scale unemployment due to reductions in military expenditure is a major problem, according to the annual economic report of the United Nations. The report, which is prepared by the economic stability and development section of the UN, was made public June 14.

Calling the past year "one of the most satisfactory years for the world economy since the war," the report warned that "much of the improvement recorded in 1953 may well have been of only temporary significance and major problems remain to be solved."

Noting that the short-term fluctuations in prices, production and international payments that had accompanied the Korean hostilities were "apparently spent", the report warned that full employment was by no means assured in the major industrial countries.

The report concluded by noting that there was not sufficient flexibility in the world economy to withstand disturbances that might result from a reduction in the activity of any major trading country. It stated that present international arrangements for dealing with currency shortages which would arise in such a situation "must be considered inadequate".

## *Textile, Farm Machinery, Fuel Imports Decline*

Canadian imports of textiles, primary iron and steel, farm machinery and fuels from the United States declined in value both in March and during the first quarter of 1954, according to the Dominion Bureau of Statistics. In addition, decreases were registered for purchases of fibres and non-metallic minerals and products.

In March 1953, imports of farm implements were valued at $22,165,000; cotton products, $10,071,000; coal, $7,676,000; and wool products, $6,202,000. In March this year, the values of the same products were listed as follows: farm implements, $16,341,000; cotton products, $8,275,000; coal, $6,341,000; and wool products, $5,785,000.

During the first quarter of 1953, imports of cotton products from the United States were valued at $28,769,000 while the value of such goods for the first quarter of 1954 was $21,119,000. Coal imports in the first quarter of 1954 amounted to $20,517,000, a decline from the $24,107,000 spent in the same period in 1953.

## *Refuse NLRB Services To Communist-Led Union*

For the first time a national labour union has been refused the services of the United States National Labour Relations Board on the grounds that it is Communist-led. The action was taken May 31 against the International Fur and Leather Workers Union, whose President, Ben Gold, was recently convicted of falsely signing non-Communist affidavits.

Under the provisions of the Taft-Hartley Act, all unions must file non-Communist affidavits with the Board. Failure to comply with these requirements results in the union being denied its name on representation ballots and the protection of the Board from unfair labour practices. The Board's action resulted when the union unanimously re-elected Gold as its President despite a Board order to the union to dismiss him.

The Fur and Leather Workers have already been dismissed from the Congress of Industrial Organizations on the grounds of Communist domination.

## *Ottawa TLC Council Plans Housing Project*

A low-rental housing project, to be administered by the Ottawa and District Trades and Labour Council, is planned for the near future.

The project, which will provide 50 housing units in an Ottawa suburb, will be financed jointly by the city and the Central Mortgage and Housing Corporation, with the latter meeting 90 per cent of the cost.

A company known as Mooretown Housing Limited has been set up by the TLC Council and will be the landlord for a period of 40 years, after which the city will own the buildings.

The company, comprising officers of the Council, was named in honour of the late Tom Moore, for many years President of the Trades and Labour Congress of Canada.

In announcing the project, Leslie E. Wismer, President of the Ottawa Council, said the new houses would be occupied in about a year. The units will rent at a rate between $50 and $60 per month.

Mr. Wismer said the scheme, which will be carried out with "strictly union labour", was primarily designed to help relieve the current unemployment situation. At the same time, he emphasized, the project would provide much needed low-rental housing accommodation.

Mr. Wismer said the scheme would serve as a demonstration that construction can be carried out on a year-round rather than a seasonal basis.

## *Project to House 7,600 Planned Near Toronto*

Plans for the largest government-sponsored housing project in Canada, one that will provide accommodation for 7,600 people, were announced in Toronto late last month.

The project will be built under a federal-provincial-municipal partnership with the Federal Government bearing 75 per cent of the cost. The provincial share will be about 18 per cent and that the municipality 7½ per cent. The three governments will recover their investments, with four per cent interest, in 50 years.

The development will be located on a 120-acre site north of Toronto. In all there will be 101 apartment buildings with 1,560 individual suites of from one to three-bedroom size.

Tenants will be selected from the $50-$77 wage group and those with children will be given priority. Rents will range from $58 to a maximum of $78, with the average at $68 per month.

Of the 1,560 suites, 1,000 will be three-bedroom, 340 will be two-bedroom and 220 will be one-bedroom apartments.

Ninety-seven of the 101 buildings will be 2½ storey walk-ups. The other four will be 10 storey buildings placed at strategic sites to highlight the whole development. Design of the low buildings will be varied to avoid monotony. A 10-acre park will centre the project and a school may be built in this green belt area.

A municipal Housing Authority will administer the project.

## *U.S. Housing Starts Rise 14 Per Cent in April*

Starts of privately-owned housing advanced in April to the highest level for any month in more than 3½ years, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. A 14- per-cent rise from March brought the total number of new dwelling units begun in April to 110,000, of which 109,100 were privately-owned. Public housing starts dropped from 1,200 in March to 900 in April.

On a seasonally adjusted basis, private starts have been at an annual rate of well above 1,100,000 since the first of the year. The rate in April (1,159,000) was the highest for any April except in 1950.

During the first four months of 1954, the number of privately-owned dwelling-unit starts exceeded a third of a million (341,400 units) and almost equalled the private total for January-April 1953. However, because of an 80-per-cent slump in public housing, the total number of non-farm housing starts for the first third of 1954, at 346,000 units, was 6 per cent lower than the 1953 total for the same period.

Final reports now available for 1953 show that 1,103,800 new permanent non-farm dwelling units were put under construction last year, compared with 1,127,000 in 1952 and 1,396,000 in the peak year 1950.

## *U.S. Textile Workers Learning New Trade*

Some 20 persons in New England, thrown out of work after many years in a textile mill, are attending school to learn a new trade—shoe manufacturing. One married couple between them had a total of 63 years' service in the textile plant, which during the Second World War employed 8,000.

## *Says Doctors Opposed to "State" Health Insurance*

Opposition of the medical profession to any form of compulsory "socialized" medicine was expressed last month at the 87th annual convention of the Canadian Medical Association in Vancouver.

Dr. C. W. Burns, retiring President of the Association, said in his report to the convention that medical men in Canada "are distinctly and, I hope, unitedly opposed to any plan of state medicine or compulsory health insurance which would place the medical profession under the control of the state".

But they would, he said, support a national health insurance plan involving voluntary payment of insurance premiums and the pooling of financial resources so that illness can be budgeted for in advance.

The CMA already is sponsoring such a voluntary scheme under its associated trans-Canada medical plans program.

Dr. Burns warned the convention that rehabilitation of those with chronic ailments was becoming an increasingly serious problem because of the rise in average life expectancy. The very young and very old now outnumbered the middle-aged group on which a nation's economy depended.

"One citizen in every five is dependent on the remaining four," he said. "Within the next 25 years this proportion will increase, which creates an alarming situation, and one which soon will be a major issue in the field of public economy."

An adequate rehabilitation program, he said, would enable chronically ill persons to contribute to their own support and would restore them as useful citizens.

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## *5½ Million Canadians Had Health Insurance in 1952*

Nearly 5½ million Canadians had some form of voluntary hospital expense insurance at the end of 1952. About four million enjoyed surgical expense protection and approximately three million were insured under medical expense policies.

These estimates were made by Bruce R. Power, Secretary and Actuary of the Canadian Life Insurance Officers Association, at the first Canadian Medical Care Conference held recently.

Mr. Power, who spoke on developments in voluntary health insurance over the past ten years, said most people acquired their protection during that time.

The number of lives covered under voluntary plans of health insurance is continuing to increase rapidly, he said, pointing out that the ratios of increase during 1952 were 7·6 per cent for hospital coverage, 20 per cent for surgical coverage, and 31·9 per cent for medical coverage.

Describing the two broad classes of health insurance policies issued by insurance companies, namely group contracts and individual contracts, Mr. Power said life insurance companies in Canada are most active in the group field.

Among the variety of forms of group coverage, the most common are weekly indemnity benefits, which compensate the insured life for loss of time from work due to accident or illness, and insurance against the cost of hospitalization, surgical treatment and medical care other than surgery.

It is common practice, said Mr. Power, for the employer to bear part or all of the cost of the group insurance benefits provided for his employees. In fact, he said, employee-pay-all plans are frowned upon from an underwriting point of view and are discouraged.

### Majority to Employers

While group policies may be made with trade or professional associations or with labour unions, the vast majority are issued to an employer to protect his employees.

One of the most recent forms of coverage in the field of accident and sickness insurance, said Mr. Power, is the form called major medical expense insurance. It is still in the experimental stage but a variety of contracts have been offered in the United States on both a group and individual basis. This movement has now spread to Canada and protection of this kind is currently being made available by a number of insurance companies.

### Answers Criticism

Speaking of the non-profit concept and the criticism that insurance companies are making a profit out of human misery, Mr. Power said: "I am not prepared to concede in a private enterprise economy like ours that there is anything immoral about making a reasonable profit in return for rendering a valuable service."

He cited the case of doctors, nurses and manufacturers of medical supplies and hospital equipment, who all work under the private enterprise system.

In hospitalization insurance, he said, there seems to be a constant struggle to maintain a reasonable balance between premium income and claims outgo.

"For example, in 1952, 36 companies issuing group hospitalization contracts paid out in claims 91·8 per cent of the $17 to

$18 millions they received in premiums. Having in mind that the balance left after paying claimants had to take care of all administrative expenses, including the two per cent tax on premiums in respect of which the insurance companies enjoy a 'monopoly', it will be obvious that this class of business is not the gold mine it seems to be in the minds of some people," he said.

## $675 Million in 2 Years Spent on Health Care

Canadians spent a total of $675,000,000 from public and private funds on health care during 1950-51, according to Dr. G. D. W. Cameron, Deputy Minister of the Department of National Health and Welfare. Addressing the 87th annual meeting of the Canadian Medical Association at Vancouver, June 17, he said that of this amount, almost $375,000,000 came from families or from them through insurance plans.

With regard to the disabled, Dr. Cameron stated that a survey carried out by the Department of National Health and Welfare revealed that 425,000 persons, or three per cent of the population, reported chronic disabilities. Of this number, more than 100,000 of all ages and both sexes could be described as totally disabled.

### Most Disabled Over 45

Sixty per cent of persons listed as disabled were over 45 years of age. Approximately 60 per cent of all the disabling conditions reported were due to heart disease, residual impairments due to accidents, arthritis and rheumatism, deafness, partial or total blindness and disorders of the nervous system, in that order, the speaker pointed out.

Referring to health care expenditures by income groups, Dr. Cameron remarked that about seven per cent of families with incomes under $3,000 a year spend $70 or more in direct physicians' services, apart from insurance, hospital and dental, and other payments.

Concerning the purchase of health care insurance, the Deputy Minister reported that with families with incomes less than $1,500 a year, just over one-quarter reported expenditure of this type by one or more of their members. More than half of the families with incomes between $1,500 and $3,000 purchased this kind of protection and above the $3,000 level, about two-thirds of all families list such an expense in their budgets, Dr. Cameron stated.

## New Political Arm May Be Created in Quebec

A new political party to serve as labour's political arm in the province may be created in Quebec. At its second annual convention, held in Champigny early last month, the Quebec Federation of Industrial Unions (CCL) decided to study the creation of such a party.

A committee was instructed to draw up a manifesto setting forth the fundamental rights of workers "as trade-unionists and as citizens of the province of Quebec". The Federation intends to invite the other two major labour organizations, the Canadian and Catholic Confederation of Labour and the Quebec Provincial Federation of Labour (TLC), to participate in the preparation of this manifesto.

Romeo Mathieu, re-elected General Secretary of the QFIU, told the delegates during the two-day convention that "there is a possibility of launching a political party in Quebec which will probably have a program very closely related to that of the CCF party, but which will be distinctly 'Quebec province' in nature. This is the only solution for our problems."

Mr. Mathieu added: "The anti-democratic and anti-unionist attitude of our governments obliges us, whether we like it or not, to have recourse to one of the sole liberties left to us, that of choosing the representatives who make up our governments."

R. J. (Doc) Lamoureux, re-elected President of the QFIU, also expressed the hope that the Federation will be able to contribute towards bringing the other labour organizations closer together.

In addition to Messrs. Lamoureux and Mathieu, the Executive Committee elected includes Vice-presidents J. P. Tessier, Philippe Vaillancourt and William Dodge. Jacques V. Morin is Executive Secretary.

## No Work Available Yet On St. Lawrence Seaway

Hardship for workers seeking employment and for municipalities in the St. Lawrence Seaway area has resulted from the arrival of many persons seeking work on the project at a time when there is little prospect of employment in the immediate future.

In order to prevent this, local offices of the National Employment Service have been instructed not to send workers to areas along the proposed Seaway unless there is a definite prospect of work available.

## *Que. to Have Committee On Industrial Relations*

The Quebec Government will set up a standing parliamentary committee on industrial relations at the next session of the Legislature. This was announced by Hon. Antonio Barrette, Provincial Minister of Labour, at the closing banquet of the 17th annual convention of the Quebec Federation of Labour (TLC) at Granby last month.

Mr. Barrette said the committee will hear representations from any public body pertaining to labour-management problems.

"The committee," he added, "will keep both the public and the government fully informed about the needs and objectives of interested parties."

The QFL granted a fifth mandate to its President, Roger Provost, who defeated Paul Fournier, Canadian representative of the Distillery Workers' International Union, by a vote of 376 to 119.

Armand Marion, Canadian representative of the American Guild of Variety Artists, was re-elected by acclamation Secretary-Treasurer of the QFL, which represents some 140,000 trade-unionists belonging to 160 unions and five trades and labour councils.

The QFL decided to give its leaders more latitude in order to enable them, under certain circumstances, to form cartels with the other labour federations in the province. However, it refused to engage actively in political action.

Speaking at the opening of the convention, the President uttered a strong indictment of the Federal Government, for its unemployment policy, and of the provincial government, which it accused of doing away with freedom of association in Quebec province. It also denounced Bills 19 and 20.

While he said that the time for "partisan strife" has not yet come, Mr. Provost nevertheless emphasized the need for political education.

The delegates present, who numbered about 500, decided "to authorize the executive of the Federation to decide between conventions whether there should be participation in inter-union cartels". The resolution specified, however, that the QFL is not to take part in any joint action "except in cases of urgent interest for all workers".

This resolution modifies the one adopted at the Sherbrooke convention in 1951, which forbade any coalition with the Canadian and Catholic Confederation of Labour.

The delegates approved a report rejecting as unsatisfactory the draft labour code submitted by the Superior Labour Council. The QFL intends to present its own labour code soon.

The convention also asked that the legislation governing workmen's compensation be amended so as to ensure the accident victim of full compensation for his wages and immediate payment of all compensation, and that this legislation apply to all professional and industrial illnesses, irrespective of the nature of the illness or of the employment, and to all industries.

With regard to unemployment insurance, the delegates were unanimous in calling for higher benefits and a shorter waiting period.

All the regional vice-presidents were re-elected by acclamation. These vice-presidents are: Edouard Larose and R. M. Bennett, Montreal; Jean-Baptiste Hurens, Quebec; Jean-Baptiste Arsenault, St-Maurice; René Fournier, Eastern Townships; Pat O'Farrell, Western Quebec; Marcel Charbonneau, the Laurentians; and Georges Métivier, Richelieu district.

## *CCCL Begins Organizing New Logging Union*

The Canadian and Catholic Confederation of Labour has just launched an organization campaign among Quebec's forest workers to set up the "Professional Syndicate of Specialized Forest Workers".

The aim of the CCCL is to form a union to represent the various permanent trades in the logging industry—particularly camp clerks, cooks and their assistants, mechanics and drivers of motor vehicles, forest rangers and lumber scalers, construction and maintenance workers for camps, roads, bridges and locks; blacksmiths, dynamiters and workers of all trades in general.

A team of organizers under the direction of René Harmégnies, chief organizer for the CCCL, has begun the task. The services of Irénée Bérubé, forest ranger and former publicity man for the licensed lumber scalers of Quebec, have also been retained.

## *Letter Carriers Leave Civil Service Federation*

The Federated Association of Letter Carriers has voted to leave the Civil Service Federation of Canada. The decision was taken at the Association's 30th annual convention in Ottawa last month. The group is also affiliated with the TLC.

## *Firm Hires Union Chief To Settle Grievances*

To facilitate the settlement of grievances, a Quebec firm has created a new position and hired the president of the union in the plant to fill it.

Shawinigan Chemicals has appointed J. Emile Hébert, President of the National Federation of Chemical Industry Workers (CCCL), to anticipate grievances and aid in their prompt settlement. Mr. Hébert, a company employee for 25 years, was recommended for the job by his union. Creation of the new position resulted from an understanding reached during recent negotiation of a new contract.

## *10,200 Under 16 Years Old Work in Quebec Industry*

According to an investigation carried on recently by the Research Service of the Canadian and Catholic Confederation of Labour, more than 10,200 boys and girls under 16 years of age were working in industries in the province of Quebec on April 1, 1953.

This inquiry, undertaken at the request of the CCCL's Confederal Committee on the Problems of Women in Industry, showed that 10,257 children (5,675 boys and 4,582 girls) had obtained juvenile permits allowing them to work in industries not classified as dangerous.

According to the Industrial and Commercial Establishments Act, these industries can hire girls and boys over 14 years provided the latter can prove that they are able to read and write easily.

Heading the list is Montreal, where 3,456 of the 4,582 working girls are employed. Next come Verdun, with 202; Quebec, 200; Three Rivers, 170; and St. Hyacinthe, 144.

The greatest number of employed girls, 1,430, are in the ready-made clothing industry. Then come commercial establishments, with 1,209, and factories producing food, 447.

The CCCL Committee is now making an extensive investigation into the question of women in industry, their working conditions in the factories and their distribution in the various industries.

## *96,000 Work Injuries In Ontario in 1953*

During 1953, within the manufacturing classes of industry in the membership of the Industrial Accident Prevention Associations (Ontario), 96,749 work injuries were reported to the Workmen's Compensation Board, it was reported by R. G. D. Anderson, IAPA General Manager, at the organization's 39th annual safety conference in Toronto.

Of these, 24,379 involved an absence from work of five days or more. There were 87 reported deaths, of which 23 resulted from traffic accidents and 12 from industrial diseases, chiefly silicosis and pneumoconiosis.

### No Costs at all

Mr. Anderson stated that in more than 40 per cent of the plants having membership in the Associations, no costs at all were incurred under the Ontario Workmen's Compensation Act.

Referring specifically to the activities of the Associations during 1953, the general manager noted that 7,587 inspections had been made with 12,374 recommendations for the correction of unsafe conditions and practices. The inspection staff also participated in 77 plant meetings. In co-operation with Toronto and McMaster universities, evening courses were conducted throughout the year on safety practices in industry. During the year, the Associations promoted 275 safety meetings with a total accumulative attendance of 26,665 persons.

## *CPR Names Supervisor Of Labour Relations*

A. L. McGregor has been named supervisor of labour relations for the Canadian Pacific Railway Company, it was announced last month. A native of Winnipeg, where he joined the railway in 1918, he has been superintendent of the Company's Sudbury division for four years and before that was assistant to the general superintendent at Montreal for six years.

## *Newspaper Guild Reports Recent Contract Gains*

Recent wage gains and improvements in working conditions on newspapers in the United States under American Newspaper Guild (CIO) contracts are reported in *The Guild Reporter*, ANG publication.

*The Boston Post* has reduced the workweek from 40 to 37½ hours, raised top reporter minimums from $117.25 to $121 a week, and granted four weeks' vacation after 20 years' service instead of after 25 years'.

At the *Chicago Daily News*, wage rates for reporters have been raised to $120 a week after five years' service and for copyreaders, $125 after 4½ years'.

## *Labour Act Proclaimed, New Board Named in B.C.*

British Columbia's new Labour Relations Act (see p. 954) was proclaimed June 16, The next day Labour Minister Lyle Wicks announced the appointment of the five members of the province's Industrial Relations Board to take over the duties of the former part-time Labour Relations Board.

Thus Deputy Labour Minister W. H. Sands will now be chairman of both boards.

### Strong Labour Protests

Strong protests have been voiced against both the membership of the new Board and the Act by organized labour in the province.

In announcing the new arrangement, Mr. Wicks said the appointments "are in accord with our policy to simplify administration where possible. As this eliminates one government board it not only simplifies procedure as well as administration for the labour department but will also result in considerable saving to the British Columbia taxpayer."

The former Labour Relations Board was composed of two management representatives, two labour representatives, and a government-appointed chairman. One of the labour representatives, Charles Murdock, was appointed to the Industrial Relations Board last year. He is Vice-president of Division 101, Street Railwaymen's Union, and will be the only labour member of the board that will now administer all labour legislation in the province.

Other members of the Board are Mrs. Rex Eaton, who thus becomes the first woman in Canada to sit on a labour relations board; H. J. Young, retired Vancouver industrialist; and G. A. Little, chief investigator for the LRB.

Commenting on the appointments, Tom Alsbury, President of the Vancouver, New Westminster and District Trades and Labour Council (TLC) said: "The Labour Relations Board members are selected by labour and management, but the Industrial Relations Board members are chosen by the government. They will be completely ignoring the voices of labour and management, the groups primarily concerned."

George Home, Secretary of the British Columbia Federation of Labour (CCL) declared: "This is the first time in Canada that a provincial labour relations board has been set up without letting employees have the right to nominate who should represent them.

"The government is not asking who should represent us; it is telling us," he said.

Following its introduction, a labour research committee comprised of members of the Trades and Labour Congress of Canada, the Canadian Congress of Labour and the railway transportation brotherhoods said the new Act "will destroy industrial peace on the West Coast". The committee members represent more than 150,000 workers.

A special report issued by the committee charged that the new legislation will lead to and promote bitterness in labour-management relations. It said the amendments to the Act are not in sympathy with the needs of the British Columbia worker and are designed to hinder trade union functions. Introduction of the new Act was unnecessary, the report said, since only one section of the old Act was deleted.

### Says Act "Vicious"

Individual labour leaders also attacked the Act after its proclamation. Lloyd Whelan, President of the Vancouver local of the International Woodworkers of America (CIO-CCL), termed the Act "vicious to basic industries". Jack MacKenzie, President of another IWA local, said: "It's become law and we are going to have to live with it; but it is still our firm opinion that it places too much power in the hands of one individual—the Labour Minister."

Thomas Gooderham, TLC Pacific Coast representative, said he was "sorry to see it become law so suddenly without further consideration by the government to labour's requests for certain changes."

The Secretary of the Victoria Trades and Labour Council (TLC), Percy Rayment, said labour legislation in British Columbia was in advance of most other provinces, but "the new Act is definitely a backward step with the poor provisions of the Acts in other provinces introduced".

Defending the Act and deploring "the great deal of misinformation" about it, Labour Minister Wicks said:—

"We have made the Act as legally foolproof as possible and we have placed related sections... together to avoid confusion, which makes for simplicity and clarification."

The new Labour Relations Act replaces the former Industrial Conciliation and Arbitration Act, in force since 1947. Details of the new Act are given in "Highlights of Labour Legislation Enacted by Provincial Legislatures in 1954" which begins on page 954 of this issue.

## *Grant 467 Certifications In B.C. Last Year*

Permission to prosecute for alleged violations of the Industrial Conciliation and Arbitration Act was granted in an increased number of cases in British Columbia last year, according to the report of the provincial Labour Relations Board for 1953. Seventy-five such requests were filed with the Board, of which 36 were granted. In 1952, only 14 requests to prosecute were approved.

During the year, the Board authorized the issuance of 467 certificates of bargaining authority and rejected 119 applications. Within the same period, 48 representation ballots and 221 strike votes were conducted by the Board. The Board considered 54 applications for decertification during the year, of which 15 were rejected and 29 were approved. At the end of the year, eight such applications had been tabled and two were still pending.

## *ITU Re-elects Randolph; Boilermaker Chief Quits*

The headquarters of the International Typographical Union reported last month that Woodruff Randolph had been re-elected President by a 569-vote margin over George Bante of Chicago. The vote was 38,160 to 37,591. Mr. Randolph has been President of the ITU since 1944.

The President of another AFL union, the International Brotherhoods of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, has resigned, effective July 1. Charles J. MacGowan, who will now occupy the position of President Emeritus, will continue to be a member of the union's executive council, however. He was succeeded by William A. Calvin, a former Vice-president of the union and recently Assistant to the President.

## *Chief Calls Soviet Unions "Schools for Communism"*

State-controlled unions in the Soviet Union are known as "the school of Communist education of the masses," said Nikolai M. Shvernik in an address to the Eleventh Congress of Soviet labour unions held in Moscow recently.

Mr. Shvernik, who is leader of the Soviet labour unions, said they must "increase Socialist competition, strengthen labour discipline and eliminate formalism in their approach to daily problems".

Mr. Shvernik accused the Oil and Building Ministries of "systematically failing to fulfil" the targets set for them by the state. He complained that the Ministries of Agriculture and of State Farms had lagged behind in their plans for building houses for farm workers.

He told the labour unionists it was their job to help put matters right.

A message of greeting sent to the congress jointly by the Central Committee of the Soviet Communist Party and the Government, and quoted by Tass, the Soviet news agency, said:—

"Soviet labour unions at all stages of Socialist construction have put into effect the policy of the Communist Party, aimed at strengthening the might of the Soviet State, at a steady building up of the country's economy and the culture and well-being of the people."

## *Four-Month Immigration Higher Than Last Year*

More immigrants entered Canada during the first four months of 1954 than in the corresponding period of 1953, the Department of Citizenship and Immigration has reported. Up to the end of April this year, 44,877 immigrants arrived in the country while 39,055 entered in the first four months of 1953.

In April this year, immigrants totalled 16,654, of whom 7,838 were adult males, 4,891 adult females and 3,925 children under 18 years.

Italian immigrants were the largest ethnic group to arrive in the first four months of 1954, numbering 7,962, followed by English (7,421), Dutch (6,213), German (5,855), Scottish (3,183) and from the United States, 2,872.

## *Uncover Dual Role of B.C. Local's President*

A man in British Columbia who while serving as president of an AFL local was employed as organizer for a rival CIO union has been unmasked. He was immediately dismissed from his presidential post.

According to a Canadian Press report from Kitimat, Wally Ross, President of the local of the Aluminum Workers International Union (AFL) there, admitted during a conciliation board hearing that he was actually an organizer for the United Steelworkers of America (CIO-CCL). Mr. Ross had just presented the aluminum workers' brief to the board when he admitted his dual role when confronted by the company counsel at the hearing.

## *Steelworkers, U.S. Steel Sign New Agreement*

A five-cent-an-hour wage increase and improved pension and insurance programs highlighted the new contract signed by the United Steelworkers of America (CIO) and the United States Steel Corporation, June 29. The Steelworkers represent approximately 600,000 workers in the basic steel industry and the negotiations with U.S. Steel are expected to set the pattern for negotiations with other firms in the industry.

Under the new contract, which became effective July 1, the workers will receive a five-cent-an-hour wage increase, bringing the average hourly rate to between $2.19 and $2.29. The pension program, which will go into effect November 1, provides for an increase from $100 a month for all workers with 25 years' service to $140 for employees with 30 years' service. Both the old and the new benefits include federal social security payments.

The insurance program, which also becomes effective November 1, calls for an additional company and employee contribution of two cents per hour to finance the scheme. Previously, the company and the employees had contributed 2½ cents each. The new cost now amounts to 4½ cents an hour for both parties.

The insurance clauses of the contract are frozen for two years while the pensions provisions will remain unchanged for three. Wage talks, however, may be reopened on May 1 next year.

The new agreement also: (1) allows those who retire because of disability before age 65 to receive a minimum $75-a-month pension, compared with $50 under the old contract; (2) sets the starting rate at $1.57 an hour; and (3) retains the present spread of 5½ cents between job classes.

The agreement made no mention of the guaranteed annual wage which the union stressed earlier as a major point in the negotiations.

The Corporation estimates the "package" increase amounts to 9 to 10 cents an hour, the highest so far in 1954 contract negotiations in any major United States industry.

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An analysis by the Bureau of Labor Statistics, United States Department of Labor, of 222 major contracts negotiated in the first quarter of 1954 shows that 80 per cent of them provided for wage increases, with the median raise between 6 and 7 cents for all contracts.

## *5-Cent Ceiling Predicted For U.S. Wage Increases*

Wage increases in the United States this year will not exceed five cents an hour, the American Management Association predicted last month.

In a report circulated among labour relations executives attending a collective bargaining conference in New York, June 7 and 8, the Association said: "Early contract settlements reveal that many firms are settling for no money raise at all; and many others are coming in for five cents or under. So at this point it looks as though the nickel settlement will be about ceiling so far as wages are concerned this year."

(The prediction was made three weeks before the United Steelworkers and U.S. Steel signed an agreement providing for a five-cent-an-hour increase (see above).)

### Other Predictions

Concerning organized labour's internal situation, the Association made the following predictions:—

That the chances of a merger between the AFL and the CIO are "remote" and will remain so until the two bodies can work out their jurisdictional problems.

That the formation of a third force in labour, composed of the International Brotherhood of Teamsters (AFL), the United Steelworkers (CIO) and the independent United Mine Workers, is "improbable".

That the influence of the United Electrical Workers and other unions which have been accused of being left-wing is declining but that the Communist party is still following its policy of infiltrating unions wherever it can.

That the guaranteed annual wage is not likely to feature prominently in the wage negotiations of the average company.

Stating that unions will press their demands for fringe benefits, management was warned to expect collective agreement negotiations to concern the 35-hour workweek, severance pay for hourly-rated employees, additional paid holidays, group life insurance, sickness and accident insurance, hospitalization benefits, surgical insurance, improved pension plans and increased vacations.

The Association concluded its review of labour-management relations by noting that "the company that has followed a consistent, fair and firm labour relations policy in the past will probably find that its action this year will help to establish a better and more healthful industrial relations climate."

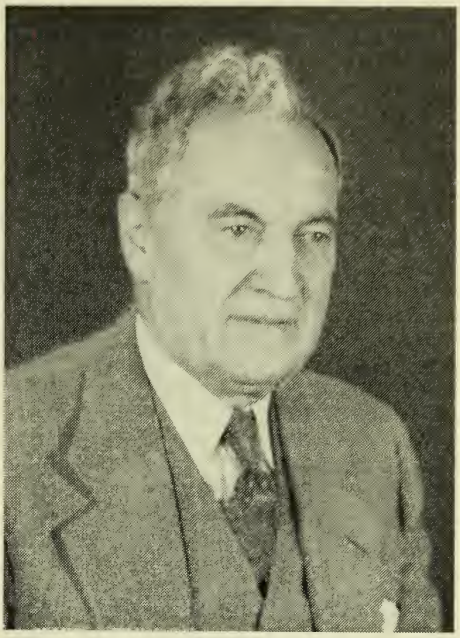
## *J. L. D. Ives Retires at End of Month*

After nearly half a century's association with railroading and with the Order of Railway Conductors, J. L. D. Ives, Vice-president and Dominion Legislative Representative of the Order, has announced his retirement at the end of the current term, which expires July 31.

Mr. Ives, who was born in Prince Edward Island, first began his railroading career as a brakeman on the Canadian Northern Railway at Dauphin, Man., in 1907. Following his promotion to conductor in 1911, Mr. Ives moved to Winnipeg and worked in this capacity with the Canadian Northern Railway and later with the Canadian National Railways after the amalgamation of the Canadian Northern, the Grand Trunk Pacific and the Canadian Government Railways.

Mr. Ives, who had served on local committees of adjustment, participated actively in the negotiations of agreements covering the consolidation of the three railway properties. In 1936 he was elected Chairman of the General Committee of Adjustment for the Order on Canadian National lines in the West. Mr. Ives moved to Ottawa in 1941 when he was elected a Vice-president and Dominion Legislative Representative of the Order.

Since 1941, Mr. Ives has served as a member of the Canadian Railway Board of Adjustment No. 1 and during the past year was Chairman of the Board. As Dominion Legislative Representative, he has been associated with the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods and has been the Committee's Chairman for the past three years.



The Committee, which represents most railway workers in Canada, is a voluntary organization composed of representatives of the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors, the Brotherhood of Railroad Trainmen, the Order of Railroad Telegraphers, the Brotherhood of Maintenance of Way Employees and Division No. 4, Railway Employees Department (AFL). It's name was recently changed to National Legislative Committee (Canada), International Railway Brotherhoods.

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## *House of Commons Debates of Labour Interest*

### Disabled Persons

**June 1**

The Hon. Paul Martin, Minister of National Health and Welfare, moved the second reading of Bill No. 462, to provide allowances for disabled persons between the ages of 18 and 65. The maximum allowance permitted will be $40 a month.

According to Mr. Martin, the legislation is primarily concerned with providing a measure of security and comfort for the "most helpless of our fellow citizens, the totally and permanently disabled". Mr. Martin pointed out that the costs of the program will be shared equally by the Federal Government and the participating provinces. As such, the provinces will have to enact enabling legislation. The Health and Welfare Minister estimated that if all the provinces joined in the program, an estimated 25,000 to 35,000 disabled citizens would receive benefits at an annual cost of between $12 to $16 million.

The proposed legislation provides that any province may set a higher minimum age for eligibility if it so desires. The residence requirement has been set at 10 years. Income ceilings are to be the same as those in the federal Old Age Assistance Act and, stated Mr. Martin, "represent the most common wish of the provinces when they were assembled in conference with us here a few months ago".

The proposed legislation will avoid a duplication of benefits payable under other enactments such as the federal Blind Persons Act, the Old Age Assistance Act, the Old Age Security Act, the War Veterans Allowance Act and provincial mothers' allowances laws. In addition, duplication of benefit will be avoided where care or maintenance is already provided in institutions.

Mr. W. G. Blair (Lanark) stated that it was regrettable that the definition of total and permanent disability had been left out of the proposed legislation and would be dealt with only in the regulations to the Act. Mr. Blair added that the legislation left a gap for those between the ages of 16 and 18, a period between the age when family allowances ended and disability allowances began.

Mr. Stanley Knowles (Winnipeg North Centre) urged that the proposed allowance be increased to $60 a month and added that the federal government share of the costs should be on a 75-25 basis and not 50-50 as proposed. This would mean that the Federal Government would pay $45 and the provinces $15 with regard to a $60 benefit, Mr. Knowles remarked. Mr. Knowles also criticized the residence qualification, pointing out that it disallowed benefits to immigrants who, on becoming disabled, would be an added burden to agencies in the provinces or municipalities concerned. Mr. Knowles further recommended that the ceiling on permissible income for those coming under the provisions of the Act be increased.

**June 8**

The House resumed consideration in committee of Bill No. 462, to provide allowances for disabled persons.

Mr. Stanley Knowles (Winnipeg North Centre) asked the Hon. Paul Martin, Minister of National Health and Welfare, how the 25,000 to 35,000 persons the Government had estimated would come under the provisions of the disabled persons legislation could be reconciled with the 100,000 persons estimated as being disabled in the April 1952 issue of the LABOUR GAZETTE and who would come under the attention of the national advisory committee on rehabilitation. In reply, Mr. Martin stated that the latter figure referred to veterans, workmen's compensation cases, total hospital cases and others.

After some debate, the bill was read the third time and passed. Participating in the debate were: Mr. J. F. Pouliot (Temiscouata), Mr. F. D. Shaw (Red Deer), Mr. J. R. Kirk (Antigonish-Guysborough), Mr. G. H. Castleden (Yorkton), Mr. T. S. Barnett (Comox-Alberni), Mr. F. S. Zaplitny (Dauphin), Mr. J. G. Diefenbaker (Prince Albert), Mr. G. K. Fraser (Peterborough) and Mr. T. J. Kickham (Kings).

## Anti-Dumping Laws

**June 4**

Speaking in the debate on the estimates for his department, the Hon. J. J. McCann, Minister of National Revenue, stated that the policy put into effect by the Government concerning the importation of end-of-season and end-of-line goods had served as a deterrent to importers. The Minister stated that where departmental appraisers had increased the invoice value of an imported product, Canadian manufacturers had benefited. He told the House that clothing imports have declined and that higher valuations for customs duties are being assessed on them.

In reply to Mr. J. M. Macdonnell (Greenwood), Mr. McCann stated that 26 additional appraisers had been hired by the Government to examine the prices of foreign exporters. He noted that they were at present working in the United States and the United Kingdom and that communications were under way with other countries with a view to having Canadian appraisers accepted there.

Other speakers in the debate included Mr. C. Gillis (Cape Breton South), Mr. A. M. Nicholson (Mackenzie), the Hon. Walter Harris, Minister of Citizenship and Immigration, Mr. George Drew, Leader of the Opposition, Mr. G. W. Montgomery (Victoria-Carleton), Mr. C. O. Nickle (Calgary South) and Mr. Donald M. Fleming (Eglinton).

## Industrial Relations

**June 8**

Mr. Stanley Knowles (Winnipeg North Centre) moved the second reading of Bill No. 466, to amend the Industrial Relations and Disputes Investigation Act. Mr. Knowles explained that his bill was in the nature of an amendment to the federal labour Act in order to clear up an ambiguity concerning the laying of an

information and complaint under the Act. Mr. Knowles added that a recent decision by the Manitoba Court of Queen's Bench had highlighted this ambiguity and that the Manitoba Labour Relations Act concerning the laying of a complaint and information was identical to the federal statute.

Speaking for the Minister of Labour, the Hon. Paul Martin, Minister of National Health and Welfare, stated that it was the Government's intention to await the appeal of the Manitoba decision before taking any final action.

## Seamen's Training

**June 11**

Mr. Howard Green (Vancouver-Quadra) asked the Hon. Lionel Chevrier, Minister of Transport, if the Government was considering establishing a vocational training plan for seamen who had become unemployed due to their ships' registry being transferred from Canada to that of the United Kingdom. Mr. Chevrier replied that no such scheme existed but pointed out that under a provincial-federal agreement, through the Department of Labour, training is provided for persons in various trades.

Mr. Green noted that placing unemployed seamen under ordinary vocational training programs would work a hardship on them as some of the provinces have not agreed to this and also that in British Columbia trainees apparently do not receive allowances while in training. Mr. Chevrier stated that he would bring the matter to the attention of the Minister of Labour.

## Health Insurance

**June 19**

In reply to several speeches made in the House concerning a national health program, the Hon. Paul Martin, Minister of National Health and Welfare, stated that his department has been making studies of costs situations in Canada as well as in the United Kingdom and the Scandinavian countries. In addition, the department was discussing voluntary plans that are carried on outside the auspices of the Government, the Minister noted.

Mr. Martin went on to state that so far as the provinces were concerned, he knew of only one provincial government that would be prepared to embark on a national health insurance scheme.

Mr. Martin referred to a speech made by Prime Minister Louis St. Laurent on July 9, 1953, in which it was stated that the Liberal party was committed to support a policy of contributory health insurance to be administered by the provinces. In addition, the Prime Minister's speech pointed out that this scheme depended upon the provincial governments taking the initiative in working out health plans adapted to local conditions.

## Unemployment

**June 24**

Speaking during the debate on the estimates for his department, the Hon. Milton F. Gregg, Minister of Labour, stated that in the fiscal year 1952-53, the number of claims for unemployment insurance was 17 per cent higher than in the fiscal year 1951-52. He added that the number claiming benefits in the 12 months ending in March of this year was about 25 per cent greater than in the corresponding period of the previous fiscal year.

Referring specifically to the unemployment situation, the Minister stated that his department was taking "a very serious and continuous look" at the Unemployment Insurance Act in the light of experience gained during the past winter. He referred to the past winter as "the first time anything approaching a severe test of the effectiveness of the Unemployment Insurance Act has occurred".

The Minister admitted that the total number of unemployed has been large and that the Government has been greatly concerned about it. He expressed the hope that the administration of the Act had "softened the really heavy sting of hardship during the seasonal unemployment of this past winter".

Among those participating in the debate were: Mrs. Ellen Fairclough (Hamilton West), Mr. Clarence Gillis (Cape Breton South), Mr. Roland Michener (St. Paul's), Mr. E. G. Hansell (Macleod), Mr. J. W. Noseworthy (York South), Mr. Michael Starr (Ontario), Mr. W. B. Nesbitt (Oxford), Mr. George Drew, Leader of the Opposition, Mr. Stanley Knowles (Winnipeg North Centre), the Hon. Walter Harris, Minister of Citizenship and Immigration, the Hon. J. J. McCann, Minister of National Revenue, Mr. J. M. Macdonnell (Greenwood), Mr. Gordon Churchill (Winnipeg South Centre), Mr. G. W. Montgomery (Victoria-Carleton), Mr. H. W. Herridge (Kootenay West), Mr. L. E. Cardiff (Huron), Mr. E. D. Fulton (Kamloops), Mr. T. S. Barnett (Comox-Alberni), Mr. J. Pallett (Peel) and Mr. C. W. Carter (Burin-Burgeo).

# Highlights of Labour Laws Enacted by Provincial Legislatures in 1954

**New Labour Relations Act passed in British Columbia; Acts amended in four other provinces. Higher benefits and extended coverage provided in revision of British Columbia Workmen's Compensation Act. New Brunswick passes new vacations with pay and weekly rest legislation**

At the 1954 sessions of the provincial Legislatures, the most important changes in labour legislation were in the field of labour relations. In British Columbia, a new Labour Relations Act was passed, replacing the former Industrial Conciliation and Arbitration Act and giving to the Minister of Labour many of the powers and responsibilities formerly vested in the Labour Relations Board.

Many significant amendments were made to Part V of the Alberta Labour Act, which deals with conciliation and arbitration. One new feature of the Act as amended is that the Board of Industrial Relations is given authority to "suspend" the certification of a bargaining agent where it is satisfied that it no longer represents the majority of the employees in the bargaining unit.

Changes were also made in the Acts of Ontario, Quebec and Saskatchewan. In Ontario, the changes were designed to shorten the period in which bargaining and conciliation proceedings are carried on. The Quebec Legislature provided for the decertification of a union if any of its officers or organizers are Communists. In Saskatchewan, pension rights of employees involved in a legal strike or lockout are protected by an amendment to the Trade Union Act.

Manitoba enacted a new law to provide for compulsory arbitration in a dispute between a municipality and a certified union of firefighters.

As regards other changes, amendments to workmen's compensation laws were of next importance. Five Acts were amended. In British Columbia, the rate of compensation for disability was raised from 70 to 75 per cent and the ceiling on yearly earnings was increased from $3,600 to $4,000. Of particular interest were the increases allowed in the disability pensions of persons injured before March 1943. Coverage was extended in British Columbia and also in Nova Scotia, where a new consolidation of the Workmen's Compensation Act was adopted.

A new Vacation Pay Act was enacted in New Brunswick, requiring a week's vacation with pay to be given after a year's service in the construction and mining industries. The New Brunswick Legislature also enacted a new Weekly Rest Period Act.

Ontario enacted a new type of safety law to provide protection for persons working in trench excavation.

The first law of its kind in Canada, the Fair Accommodation Practices Act was passed in Ontario, prohibiting discrimination because of race or creed in public places.

Most provinces enacted enabling legislation to take advantage of the federal-provincial scheme of pensions for disabled persons.

## LABOUR RELATIONS

### British Columbia

The British Columbia Legislature enacted an entirely new Act, the Labour Relations Act, which was proclaimed in force on June 16, replacing the Industrial Conciliation and Arbitration Act. At the same time the Minister of Labour announced that the new Act would be administered by the Board of Industrial Relations, the Board which presently administers hours, annual holidays, minimum wage and equal pay legislation.

One of the main differences between the new and the former legislation is that in matters concerning the appointment of conciliation officers, conciliation boards and mediation committees the Minister is vested with the authority which under the ICA Act was vested in the Labour Relations Board. In this regard the British Columbia Act is now like the federal Industrial Relations and Disputes Investigation Act and like the labour relations Acts of most of the other provinces.

A further new feature, designed to increase the effectiveness of the conciliation service, is the new status given to the conciliation officer's recommendations, per-

mitting them to be substituted for the report of a conciliation board in any case where the conciliation officer advises, and the Minister in his discretion agrees, that a conciliation board should not be appointed. In such circumstances the conciliation officer's recommendations concerning the matters in dispute will be sent to the parties and, in the same manner as the report of a conciliation board, must be submitted to a vote of the employees affected. A new section sets a limit of 18 days in which the parties are to notify the Minister of their acceptance or rejection of the recommendations or report.

Replacing the section giving to the Labour Relations Board authority to decertify a union representing employees who had gone on strike contrary to the Act, a new provision, similar to one in the Alberta Labour Act, was enacted. It permits the reference of a strike to a Judge of the Supreme Court, who has the power to revoke the union's certification, check-off arrangement and the collective agreement to which it is a party if he finds a strike was illegal. Before making his adjudication, the Judge may hold a hearing, at which the employer and the employees may be represented, and procure the attendance of witnesses. By an amendment added in passage, it was provided, however, that the Judge "may make any one of the said declarations", that is, may declare any one of the three—collective agreement, check-off or certification—null and void. In the Alberta Act, a trade union is made liable to a fine not exceeding one dollar a day for each person participating in a strike which a Judge has declared illegal.

In addition to these more significant changes, a considerable number of other amendments were made. Sections of the repealed Act which were out of context were placed in more appropriate divisions, and others were re-worded so as to be more easily understood and interpreted. The new Act makes no reference to the terms "bargaining agent", "bargaining authority" and "labour organization", using "trade union" throughout.

"Collective agreement" is defined to include an agreement to which an uncertified union is a party as well as one made with a certified union. The effect of this is to make the legislation applicable to relations between an employer and a trade union, whether or not the union is certified. The stipulation is added, however, that an agreement entered into by an uncertified union is to be deemed a collective agreement only if it has been ratified by a majority of the employees affected.

The Act recognizes the right of every employee to be a member of a trade union but the clause "in which he is eligible for membership" was eliminated. This clause, which permitted the Board to look at a union constitution in deciding whether or not it should represent a particular group of workers, was objected to by organized labour.

An application for certification of a trade union may be made under the same conditions as before, except that, in order to take account of (and encourage) agreements for a longer term than one year as well as agreements of one year's duration, the Act now states that, where an agreement is in effect, an application may be made during the last two months of its term or during the last two months in each year of its term.

Certification of a craft union is made somewhat easier in the new Act. The former Act limited such certification by the words "if in the opinion of the Board it is in accordance with established trade-union practice". These words were struck out.

It is now expressly stated that, in dealing with an application for certification, the Board is to consider the number of members in good standing of the trade union applying *at the date of the application.* In determining the employees "eligible to vote" in a representation vote, the Board may not count those who are absent from work and do not cast their ballots. In this provision, the British Columbia Act is like that of Ontario. In Alberta, the Board has authority to make a similar ruling. The British Columbia Board may lay down further details of procedure for conducting a representation vote in regulations, which may include definitions of the expressions "representation vote" and "eligible to vote".

Strikes and lockouts are prohibited where an application for certification is pending, and an employer may not increase or decrease rates of pay or alter any term or condition of employment during this period, without the written permission of the Board.

A change with respect to collective bargaining for the revision or the renewal of a collective agreement is that notice to bargain in such circumstances is to be given "within three months and not less than two months immediately preceding the date of expiry of the agreement", that is, in the third month before the date of expiry. In the earlier legislation, notice was to be given during the last two months of the agreement.

By and large, the provisions setting out the conditions under which strikes and lockouts are illegal are the same as in the earlier Act but two new conditions are added.

Where a pre-strike vote has been held (this is compulsory in British Columbia) and the vote (by secret ballot of all the employees in the unit affected) is in favour of a strike, unless otherwise agreed in writing between the parties, the strike is prohibited *except* during the three months following the date of the strike vote. The second new condition is that the employer must be given 48 hours' written notice by the trade union that the employees are going to strike.

Government supervision of all strike votes is no longer required. The provision requiring the Labour Relations Board to supervise the taking and counting of the vote (a provision to which exception was taken by organized labour) was replaced by a section which authorizes the Minister to appoint a person to conduct the taking and counting of the vote *only* at the request of either party to the dispute. The former provision for a supervised vote on an offer of settlement during a strike or lockout was removed.

The former provision requiring the consent of the Board for a prosecution under the Act did not appear in the Bill as introduced but was added by an amendment.

### Alberta

The Alberta Labour Act, 1947, the omnibus Act which deals with hours of work, minimum wages, labour welfare, industrial standards and conciliation and arbitration, and which applies to all persons who are either employees or employers within the province other than farm labourers or domestic servants and their employers, was opened up for amendment for the first time since 1950.

Following the procedure adopted in 1949, representatives of organized labour, employers' organizations and the public met with Government officials in the summer of 1953 to discuss suggested changes in the Act. Most of the legislative proposals concurred in by the conference met with the approval of the Legislature and were embodied in the 1954 amendments to the Act.

By far the most significant amendments were made in Part V, which deals with conciliation and arbitration. Among these were provisions replacing the former Section 59 and setting out in logical order the procedure for the certification of a bargaining agent, providing for the suspension of the certificate of a bargaining agent, stipulating that the acceptance or rejection of the report of an arbitration (conciliation) board should be decided by the majority vote of the employees voting, and those designed to encourage longer-term collective agreements. Section 82b, which made an existing collective agreement and check-off authorization null and void where the employes belonging to a union have participated in a strike declared to be illegal by a Judge of the Supreme Court, was repealed.

The new Sections 59a-59n, which set out certification procedure and the new provision for suspension of a bargaining certificate, first provide that "where they have no bargaining agent, the employees of an employer in a unit that is appropriate for collective bargaining may elect a bargaining agent by a majority vote of the employees in the unit". "Unit", not previously defined, is now stated to mean a group of employees of an employer whether or not it is a craft group, technical group, industrial or plant group, or any other group. In disposing of an application for certification, the Board may add employees to or exclude employees from a unit which an applicant claims to be an appropriate one for collective bargaining.

In prescribing the time when a trade union may apply for certification, a distinction is made between the situation where a collective agreement for a term of a year is in force and the situation where the agreement is for, or provides for its continuation for, a term longer than one year. As is usual where the agreement is for one year, an application may be made "after and not before" the expiration of 10 months of its term. In the second case, the union may apply during the eleventh or twelfth month of the first year of the term of the agreement and of any subsequent year of its term or continuation.

A provision which is new in the Alberta Act permits a joint application by two or more trade unions of the same craft or of a group exercising the same technical skills. In such case the provisions of the Act apply as if the application had been made by one union.

The duties and powers of the Board in determining the merits of an application and the conditions under which it will certify an applicant are substantially the same as before except that the Act sets out more expressly the methods by which the Board decides whether a majority of the employees in the unit have selected

the applicant as their bargaining agent. These are: (1) by membership in good standing according to the constitution and by-laws of the applicant, or (2) by the result of a vote conducted or supervised by the Board.

The former provision which permitted all employees who had been *bona fide* members of a trade union for three months or more or who had been employed in the class of employment in the industry for at least three months to vote in a representation vote was struck out. Instead, the Board is now authorized to fix a date from which the list of employees entitled to vote can be determined. In determining the employees who are entitled to vote it may delete from the list those who are absent from work on the day of the vote and who do not cast a vote because of illness, authorized leave, annual holiday or weekly day of rest.

Where the Board needs a longer time to make inquiries into any application, it may take a further seven days, in addition to the usual 21 days allowed, to complete its inquiries. Both periods are exclusive of holidays.

Where a new bargaining agent is certified for a unit of employees for whom a collective agreement is in effect, the newly certified union becomes a party to the agreement in place of the former bargaining agent. In so far as it applies to the employees in the unit, the agreement may be terminated at any time by the mutual consent of the employer and the new party or, if the agreement provides for its continuation from year to year, at any time after it has been in force for 10 months on two months' notice, or, where the agreement is for a term of two years or more, at the end of the second or a subsequent year on two months' notice.

Previous to the 1954 amendments there was no provision in the Alberta Labour Act regarding the decertification of a union. Provision is now made for the "suspension" of the certification of a bargaining agent where the Board is satisfied that a majority of the employees in the unit no longer wish to be represented by it. An application for the suspension of certification may not be made during the first 10 months following certification but it may be made at any time thereafter. In dealing with such an application, the Board is to follow the same procedure of investigation as with an application for certification.

An employer is not required to bargain with a suspended bargaining agent but a collective agreement in effect at the time of the suspension remains in force.

A suspended bargaining agent may apply to the Board for removal of the suspension of its certification and if, after inquiry, the Board finds that the majority of the employees in the unit wish the suspended bargaining agent to represent them in collective bargaining, it may remove the suspension. If, however, the application is refused, the union may not apply again for three months, unless it receives special permission from the Board. The same time limit of three months applies to subsequent applications for certification or for "suspension" where an earlier request has been refused. The rule is laid down that the date of making an application is to be deemed the date the application is received by the Board.

The Alberta provision for suspension of the certification of a trade union is new in labour relations Acts in Canada but the federal Act and at least six of the provincial Acts provide for cancellation of certification.

The only change with respect to collective bargaining is that a notice to begin negotiations is to be served at least five clear days before the meeting, instead of three, as before. The provisions regarding conciliation services were also unchanged except that those sections which formerly provided for the mediation of a dispute by the Board of Industrial Relations at request of the Minister were struck out. A small change is that the recommendations of a conciliation commissioner (officer) contained in his report to the Board with respect to the matters on which the parties cannot agree are to be submitted to the parties for their consideration.

The award of a board of arbitration, which is not binding but merely contains recommendations for settlement of the dispute, is voted upon by the employees directly affected, who may accept or reject it upon a majority vote *of the employees voting* in a secret ballot, which may be supervised by the Board. The acceptance or rejection of the awards of such boards has previously been decided on the basis of a majority of those *entitled to vote.* Where the parties notify the Minister in writing before a board makes its award or, under the revised provisions, before the date set by the Minister for the taking of the vote, that they will accept the award, it is binding on the parties, who must give effect to it without submitting it to a vote and include its terms in a collective agreement.

The Act now sets out more express provisions for the termination of a collective agreement which is for a specified term of more than one year. It states that such an agreement must either contain or be deemed to contain a provision for its termination after the first year by mutual consent of the parties, or at the end of the second or any subsequent year by at least two months' notice by either party.

A collective agreement entered into by a bargaining agent, whether certified or not, and an employer is binding upon the bargaining agent, the employer and all the employees in the unit. This provision before amendment was applicable only to a certified bargaining agent. Penalties are now provided for contravention of the section which deals with the binding effects of collective agreements.

In order to prevent an employer from exerting undue influence on his employees before the taking of a vote by the Board, a new subsection was added to the unfair labour practices sections, prohibiting the employer from altering any of the conditions of employment or giving effect to any change in wages or hours of work at any time during the period between the date of application for certification and the date the application is disposed of.

The provision making it an unfair labour practice for an employer to contribute financial or other support to a trade union was modified to permit the employer to make donations to a welfare fund for trade union members and their families.

## Ontario

A number of significant amendments to the Ontario Labour Relations Act, the first since the Act was passed in 1950, were made with the intent of improving certain administrative practices and particularly for the purpose of reducing delays in conciliation procedures. The Minister of Labour stated that his Department had received more representations regarding this feature of the Act than any other. He felt that, while experience had indicated the need for some changes, the amendments did not disturb the basic framework or principles upon which the legislation is founded.

Through three changes in the time limits in which certain steps are to be taken under the Act, the bargaining and conciliation process has been considerably shortened. The time limit for collective bargaining to begin, after notice has been given, was reduced from 20 to 15 days, and, beginning from date of notice, the period during which bargaining must continue before an application for conciliation services may be made is now 35 instead of 50 days. The time allowed for the parties to nominate members of a conciliation board was reduced from seven to five days, and the two members have three days instead of five in which to decide on a chairman.

Another change with respect to conciliation is that a provision was added to give the Minister power not to appoint a conciliation board where he considers it would serve no useful purpose. The Minister had discretionary power to appoint or not to appoint a board under earlier legislation but the provision was dropped in 1950.

A new feature of the Act, introduced for the purpose of facilitating bargaining between employers and groups of trade unions, particularly in the construction industry, is its recognition of a "council of trade unions". The term is defined to include an allied council, a trades council, a joint board or any other association of trade unions. The Minister explained, in discussing this provision in the Legislature, that councils of trade unions are not given the right to apply for certification but that bargaining by such councils will be acknowledged and protection under the legislation given to their agreements.

As under other provincial labour relations Acts, the Ontario Labour Relations Board has authority to determine the appropriateness of the bargaining unit. By an amendment, it is now given discretion to hold a vote of any of the employees to determine their wishes as to whether or not they should be included in the bargaining unit.

By a further amendment, the Board may include in a craft unit persons who are employed with skilled craftsmen, "persons who according to established trade union practice are commonly associated in their work and bargaining with such group". For example, this would allow the inclusion in a unit of operating engineers of the coal drivers who normally work with them.

A new provision added to those setting out the general powers and duties of the Board gives the Board power to determine the form in which evidence of membership in a trade union shall be presented to the Board. Similarly, the Board may determine the form in which employees will file objection to certification by a trade union and the form of notification by employees that they no longer wish to be represented by a trade union.

Of the further amendments, two provide protection to bargaining rights. A new section prohibits an employer from bargaining with or signing a collective agreement with "any person or other trade union" so long as a trade union continues to be entitled to represent the employees in the bargaining unit. Similarly, no trade union may bargain or enter into an agreement with an employer so long as another trade union has bargaining rights.

The Act provides that if a union does not make a collective agreement within a year after its certification, any of the employees in the unit may apply to the Board for a declaration that the union no longer represents the employees in the unit. A new subsection was added to state that, if a union has not signed an agreement within one year of certification, but if it has notified the employer of its desire to bargain and the Board has granted a request for conciliation services, no application for decertification may be made unless a conciliation board has been appointed and 30 days have elapsed after it has made its report or 30 days have elapsed after the Minister has informed the parties that he has decided not to appoint a conciliation board.

An amendment designed to speed up arbitration proceedings in a disagreement arising out of the terms of a collective agreement enables the Minister to appoint arbitrators at the request of either party, if the parties themselves fail to do so.

Finally, the provision forbidding any alteration of working conditions during negotiation of a collective agreement and conciliation proceedings, unless with the consent of the trade union, was made to apply to both trade union and employer. It previously applied only to employers.

### Quebec

The Quebec Labour Relations Act was amended, retrospective to the date the Act went into effect in 1944, to provide that a union which has any officer or organizer who belongs to a Communist party or movement is not eligible to be recognized as a bargaining agent. The Labour Relations Board must refuse an application for certification made by such a union or revoke its certificate, if already granted.

The Board is required, before giving a decision in a matter affecting an association, to hold a hearing and to give the interested parties five days' notice of its time and place. The Attorney-General has been given power to take part in any such proceeding before the Board.

If a union of employees of a school corporation, a hospital or charitable institution or a public utility service goes on strike, it will automatically lose its certification as bargaining agent. This penalty was provided for in an amendment to the Public Services Employees Disputes Act, the legislation which prohibits all strikes and lockouts in public services, providing instead for the settlement of disputes by arbitration. This amendment, too, was made retroactive to 1944.

### Saskatchewan

An amendment to the Saskatchewan Trade Union Act makes it an unfair labour practice for an employer or his agent to deprive or threaten to deprive an employee of any pension rights or other benefits because he ceases to work as the result of a lockout enforced by the employer or a strike called in accordance with the Act by the trade union representing the employee, or exercises any right conferred by the Act. The federal Industrial Relations and Disputes Investigation Act and the labour relations Acts of Alberta, New Brunswick and Newfoundland contain a similar provision.

Another amendment to the Saskatchewan Act provides that the Labour Relations Board in dealing with a union's application for certification has discretion to refuse to receive evidence regarding any matter or event happening after the date on which the application was filed with the Board. Both amendments became effective on May 1.

### Manitoba

Manitoba has enacted legislation similar to that in effect in Quebec, Ontario, Saskatchewan, Alberta and British Columbia, providing for the arbitration of disputes between a municipality and its firefighters who by the nature of their responsibilities and the requirements of their union constitutions may not participate in a strike.

The Fire Departments Arbitration Act empowers the Minister of Labour in a dispute between a municipality and a certified union of firemen to establish an arbitration board to formulate a collective agreement, or effect the renewal or revision of an existing agreement between the parties, if he is satisfied that collective bargaining has been carried on in good faith but that a settlement of the dispute within a reasonable time appears unlikely. If the arbitration board fails to formulate an agreement satisfactory to both parties,

it is required to make an award, which will be binding on both parties, setting out the manner in which the matters in dispute must be settled.

The Act applies only to a certified union which has a clause in its constitution prohibiting a strike. The Act also declares that no fireman may strike and that no municipality may cause a lockout of firemen.

## WORKMEN'S COMPENSATION

Only five Workmen's Compensation Acts were amended—those of British Columbia, Newfoundland, Nova Scotia, Ontario and Saskatchewan. In addition, a small amendment was made to the Saskatchewan individual liability statute which is applicable to a few classes of railway workers. A new Act to provide compensation for members of the Legislative Assembly in the event of accidental death or total disability was passed in Alberta.

### British Columbia

In British Columbia, amendments amounting to a substantial revision of the Workmen's Compensation Act implemented many of the recommendations of the Sloan Royal Commission Report not dealt with in the amendments made in 1952.

The 1954 revision, made after continued study and consultations with employers' and workers' organizations over the past two years, provided for extended coverage, an increase in the scale of benefits for disability, greater emphasis on physical impairment in calculating pension awards, higher pensions for pensioners who suffered disabilities before March 1943, extension of medical aid and treatment, an appeal formula for contested medical cases, and other changes.

As regards coverage, a "learner" who is not actually employed but is undergoing training or doing probationary work in preparation for future employment is now deemed a "workman" under the Act. Municipal firefighters working with or without remuneration were also given coverage.

As recommended by Chief Justice Sloan, domestic servants were brought under the Act on an elective basis, that is, an employer of a domestic servant or a domestic servant may apply for and be granted the protection of the Act.

By a new provision, an independent operator "not being an employer or a workman but performing work of a nature which, if he were a workman, would be within the scope of this Part" may be brought under the Act on application. This provision would appear to cover commercial fishermen who had strongly pressed for coverage.

Two important changes were the increase from 70 to 75 in the percentage rate of average earnings taken in computing compensation for disability and the increase from $3,600 to $4,000 in the maximum yearly earnings on which compensation is calculated. The percentage rate was raised from 66⅔ to 70 and the ceiling on yearly earnings from $2,500 to $3,600 in 1952 following the recommendations of the Sloan Report. British Columbia, Ontario and Saskatchewan are the only provinces with a $4,000 ceiling on earnings. In four other provinces besides British Columbia, the rate of compensation is 75 per cent.

In addition to the provisions already noted, which will permit higher compensation awards to present-day workmen who are injured in their employment, the Legislature provided for an increase in the benefits of those workmen who suffered permanent disability before March 18, 1943, when earnings and rates of compensation were very much lower than they are at present. In the original Act of 1916 the rate of compensation was 55 per cent. This was increased to 62½ in 1935 and to 66⅔ per cent in 1938.

Increases in pensions are to begin from January 1, 1955. For a person receiving compensation for permanent total disability incurred before March 18, 1943, the compensation rate is to be 66⅔ per cent and the earnings on which compensation is based are to be his actual average earnings at the time of the accident. These, however, are not to be taken as less than $2,000 and may not be more than $2,500. Compensation for permanent partial disability is to be re-calculated on a comparable basis.

There are two alternative methods which may be used by Workmen's Compensation Boards in calculating compensation awards in permanent partial disability cases. One is to award compensation solely on the basis of physical impairment, using a rating schedule (for example, loss of an arm might represent a 76 per cent impairment of earning capacity) and the other is to calculate awards on the basis of loss of earnings. Chief Justice Sloan recommended an amendment to the Act to give statutory authority to the Board to use the former method, that is, to base compensation on physical impairment, which, he stated, the British Columbia Board and other provincial boards normally used.

This amendment has now been made. However, the Board has authority, if it considers it more equitable, to base awards on difference in earnings before and after the injury. The latter method was previously given priority in the Act.

Three new industrial diseases—occupational deafness and injury to the lungs and injury to the heart as a result of fire-fighting—were added to the schedule. The Act also provides for medical examination of workmen who are exposed to dust conditions in their employment. It states that when an industrial disease is of such a nature that its presence is evidenced by specific X-ray appearance, the Board may require an employer in an industry to which the disease applies to have any or all of his workmen medically examined at least once a year. Further, the Board may require an employer to employ only such workmen as have been found on the examination to be physically suited for employment in the industry. This new provision is in addition to the clauses regarding silicosis already in the Act.

Again following the Sloan recommendations, certain conditions which tended to restrict the payment of compensation in hernia cases were removed. These required the workman to be operated on, if an operation was considered surgically advisable, within two weeks of the occurrence of the hernia, and limited the period during which compensation could be paid for uncomplicated hernia to seven days before an operation and 42 days afterwards. The Board will now have discretion to pay for any period of disablement which it considers proper.

Treatment of an injured workman by a chiropractor, chiropodist, naturopath or dentist (termed "qualified practitioners" in the Act) on the same terms as a physician was provided for. Since 1943, the Act has permitted the Board to pay for treatment by "persons authorized to treat human ailments" but such treatment has been subject to certain restriction with respect to supervision by the Board. These restrictions are now removed. The Act makes it clear, however, that any medical aid furnished by a physician or qualified practitioner is subject to the supervision and control of the Board.

In the Sloan Report, much consideration was given to the question of referring controversial medical cases to an appeal tribunal and the Commissioner recommended that, in addition to the usual system of referral to individual specialists, an impartial Medical Appeal Board of three doctors should be established.

In the 1954 amendments, provision was made for an appeal from a Board decision much in the manner of the Alberta Act. On the written request of any workman who disagrees with the findings of the Board's medical staff, the Board is required to arrange for him to be examined by two specialists—one to be appointed by the workman, the other by the Board—from a panel of not less than three previously nominated by a duly recognized medical association. Their joint signed decision (which is to be sent to the workman) is, unless the Board at any time directs otherwise, to be final and conclusive. All costs are to be borne by the Accident Fund.

A new provision was added regarding medical aid for seamen. Normally, medical aid is not payable from the Accident Fund to a seaman for any period during which he is eligible for medical care under the Canada Shipping Act. The new section gives the Board discretion to pay medical costs if it happens that the seaman, for reasons beyond his control, cannot get "prompt, necessary or emergent medical care" from the Sick Mariners' Fund under the Canada Shipping Act.

A few further changes have to do with the Workmen's Compensation Board. The Board is authorized to raise the funds required for the Accident Fund by assessing employers on the basis of "a unit of production" as an alternative to the present method of assessment upon the employer's payroll. It is stipulated that the established practice of assessment and levy is to be varied only with the approval of the Lieutenant-Governor in Council.

As regards the inspection work of the Board, an inspector must, following an inspection, post an inspection report in a conspicuous place at or near the mine, works or establishment and furnish a copy of this statement to the manager. This is a requirement with which mines inspectors must comply under B.C. mines legislation.

The authority of the Board was extended by increasing from $50 to $300 the maximum penalty for non-observance of any of its safety or other regulations. Chief Justice Sloan recommended an increase to a maximum of $500.

The provision for a ten-year tenure of office for members of the Board was removed and, as with most other Workmen's Compensation Boards in Canada, members are to hold office during the pleasure of the Lieutenant-Governor in Council. As before, they must retire at

70. Salaries of members are no longer set out in the Act but are to be fixed by the Lieutenant-Governor in Council.

Closer ties with the Department of Labour are provided for in that for the first time the annual report of the Board is to be submitted to the Lieutenant-Governor in Council by the Minister of Labour. Further, statutory provision is made for a "Compensation Counsellor", an official of the Department of Labour appointed by the Lieutenant-Governor in Council to help and advise injured workmen concerning workmen's compensation problems. A Compensation Counsellor was named as of September 15, 1953. Provision for a similar appointment was made in the revision of the Manitoba Act last year.

## Nova Scotia

In Nova Scotia, a new consolidation of the Workmen's Compensation Act was adopted, the first since 1938. Through a general revision, embodying many small amendments, greatly improved arrangement of sections and the deletion of redundant and unused provisions, the Act is now more usable and up-to-date. No change was made in benefits.

Of most importance, perhaps, was the fact that the coverage of the Act was extended by bringing within it, from January 1, 1955, the following industries not previously covered: hotels, restaurants, catering, dairies, wholesale and retail stores, broadcasting stations, manufacture, sale and distribution of artificial ice, peat processing, landscaping, and operation of bridges. All provisions relating to navigation were omitted, since the industry has for many years been excluded from the Act by regulation.

In Nova Scotia, as in British Columbia and five other provinces, "learners" are now regarded as workmen under the Act. For compensation and assessment purposes, the average earnings of a learner are to be determined at an amount which the Board thinks fair.

By another amendment, it was provided that compensation in respect of an invalid child of a deceased workman should be continued, without regard to the age of the child, until recovery or death. The earlier provision was that compensation was to be paid only as long as the Board considered that the workman would, if living, have contributed to the child's support. In recent years several provinces have made a similar change in this provision.

It was also provided that the amount which the Board may fix as the minimum assessment to be levied on an employer under the Act may not exceed $25. The amount specified was formerly $5.

Silicosis was removed from the schedule of industrial diseases and a provision was added to the Act to state that, subject to certain conditions (principally, exposure to silica dust in employment in Nova Scotia for periods amounting to five years preceding disablement) a workman disabled by silicosis is entitled to compensation, medical aid and burial expenses as if the disease were a personal injury by accident and the disablement were the happening of the accident.

A new provision requires a claim for compensation for disability due to silicosis to be filed while the workman is regularly employed in the industry in which he was exposed to silica dust or within three years after leaving such employment. This provision is not to prevent the Board from paying a claim for uncomplicated silicosis if at the time of making the claim the claimant is a resident of Nova Scotia and has not been exposed to silica dust elsewhere. Compensation is not payable for any period of time previous to the filing of the claim.

## Newfoundland

The Newfoundland Workmen's Compensation Act was amended to exclude from its operation executive officers or directors of corporations subject, however, to the provision that they may be admitted on application.

Other amendments make the same change with respect to compensation for permanent partial disability as was made in British Columbia on the recommendation of Chief Justice Sloan. As amended, the Act now authorizes the Board to calculate compensation on the basis of loss of physical function, whereas previously it was required to compensate on a wage-loss basis. Using this method, the Board may compile a rating schedule of percentages of impairment of earning capacity for specified injuries. A workman who is found to have, for example, a 50 per cent impairment of earning capacity is awarded a pension based on this percentage of 66⅔ per cent of his average earnings at the time of the accident. This pension will be unaffected by his subsequent earnings.

As in British Columbia, the Board has discretion, where it considers it more equitable, to award as compensation two-thirds of the difference between the workman's average wage at the time of the injury and his actual or potential wages after the accident. These amendments in

Newfoundland and British Columbia bring the Acts into line with those of several other provinces, including Ontario and Saskatchewan.

In a further amendment, the Newfoundland Board was given authority to make regulations, subject to the approval of the Lieutenant-Governor in Council, providing for the establishment of a pension fund for the Board and its staff. It was also authorized to acquire property and to erect buildings as it deems necessary for its purposes.

### Ontario

In Ontario, the amount which the Workmen's Compensation Board may spend in any calendar year for the rehabilitation of injured workmen was increased from $100,000 to $200,000. In all provinces the Workmen's Compensation Boards are authorized to adopt any means considered expedient to lessen or remove physical handicaps resulting from injuries and to help in getting injured workmen placed in suitable work in keeping with the nature of their disabilities. Costs are paid from the Accident Fund. In six other provinces besides Ontario, annual expenditure for rehabilitation is limited to a definite amount fixed in the Act. In Alberta, British Columbia and Saskatchewan, the amount is left to the discretion of the Board.

### Saskatchewan

In Saskatchewan, locomotive engineers and maintenance of way employees have been brought under the Workmen's Compensation (Accident Fund) Act. When this Act was passed in 1929 providing for a collective liability system, railway workers engaged in train operation were exempted at their own request, preferring to remain under an earlier individual liability law. Provision was made that, on the holding of a vote which indicated that a majority of its members wished to receive compensation under the Accident Fund Act, a union of such railway workers could be admitted by order of the Board approved by the Lieutenant-Governor in Council.

The two groups noted above, locomotive engineers and maintenance of way employees, having been admitted by Order in Council in 1953 and 1954, the Act was amended accordingly. Since the amendments were made, the Brotherhood of Railroad Trainmen voted to come under the collective liability system. Thus, most railway employees in the province are now under the Accident Fund Act.

A minor amendment to both the Accident Fund Act and the individual liability statute with regard to "learners" is the same as one made to the Manitoba Act last year. The words restricting the training or probationary work required of learners to that "specified or stipulated by the employer" were deleted.

Hearings were held during a review of the Accident Fund Act by a committee equally representative of employers and organized workers in February 1954. The Act requires such a review to be made every four years.

### Alberta

A new Act in Alberta, the MLA Compensation Act, provides for the payment of benefits, on the same basis as compensation payable under the Alberta Workmen's Compensation Act, to members of the Legislative Assembly who are totally disabled by accident occurring while performing their duties as members, and to their dependants in case of accidental death.

## VACATIONS, HOURS, WAGES

### Vacations with Pay

An annual vacation of at least one week with pay after a year's employment for employees in the construction and mining industries has been made compulsory in New Brunswick by a new Vacation Pay Act, the first vacation with pay statute in the province. The Act will come into force on proclamation; according to the Minister of Labour, this will probably not take place before 1955.

New Brunswick is the seventh province to enact this type of legislation. As in four of the other provinces, it provides for a system of vacation with pay credit stamps for the benefit of employees who are not employed for a full year by the same employer; 225 working days or shifts are to be considered a year's employment. The vacation pay to be granted is two per cent of the employee's earnings.

An employee who is entitled to a week's vacation with pay must be given his vacation not later than four months after the end of the year in which he has earned it and he must be told at least a week in advance of the day on which his vacation will begin.

Stamps may be cashed at any chartered bank after June 30 each year. A point of interest in connection with vacation stamps is that the Minister was authorized to make a reciprocal arrangement with any

other province whereby employees may cash in one province the stamps they have received in another.

### Weekly Rest

A weekly rest period of at least 24 consecutive hours is now required for the first time by law in New Brunswick. Seven other provinces have legislation of varying coverage making similar provision. The New Brunswick Weekly Rest Period Act, not yet proclaimed, applies to all employees other than farm workers, part-time workers, those required to cope with an emergency, and any group designated by the Lieutenant-Governor in Council as being outside the scope of the Act. An employer may be exempted from the Act by Order in Council.

The 24-hour rest period is to be taken on Sunday, if possible. If a weekly rest is not practicable, an arrangement may be made, with the approval of the Minister of Labour, permitting the rest periods to accumulate and to be taken later, either part at a time or all together.

### Hours

The only changes with respect to hours were amendments to the Hours of Work Act and to the overtime provisions of the Factories Act in Saskatchewan.

Ordinarily, under the Hours of Work Act, time and one-half the regular rate must be paid for any work done in excess of 44 hours in a week. An amendment to the Act, effective from May 1, provided that, in any week in which a public holiday occurs, time and one-half becomes payable after 36 hours. Eight public holidays must be observed and paid for in Saskatchewan. In calculating the time worked by an employee in a week in which a holiday occurs, no account is to be taken of time worked on the holiday.

Under the Factories Act, the limits set for special overtime work by women and young persons under 18 years were reduced from 12½ to 10 hours in a day and from 72½ to 60 hours in a week. Such extended hours, which are permitted by the inspector only in emergencies to make up for time lost because of an accident or because of the customs or exigencies of certain trades, are restricted to 36 days in a year. Under normal circumstances, hours of women and young persons are limited to 48 in a week.

### Wages

Minor amendments were made to the British Columbia Public Works Fair Wages and Conditions of Employment Act, an Act passed in 1951 which requires contractors carrying out public works contracts for the provincial Government to pay their workmen the wages generally accepted as current in the district in which the work is to be performed for the class of work in which the workmen are engaged. An amendment gives the Minister of Labour authority to determine wages and conditions of employment if a dispute arises as to the current wages and conditions of employment in any district. The Minister of Labour was also given greater responsibility for the enforcement of the Act. It is now the Minister of Labour who may require a contractor to submit his pay lists for inspection and who, on a claim being filed, directs payment of wage claims in cases where a contractor has failed to pay fair wages. Formerly, these responsibilities rested with the Minister of the contracting department.

Changes were made in Alberta and Saskatchewan in the legislation which enables an employee to recover unpaid wages from his employer by making a complaint before a police magistrate. In Alberta, a new Masters and Servants Act, repealing and replacing the former Act, provides that a magistrate may order payment of a claim for wages not exceeding six months' wages or $500. The $500 limit is new. Under the Saskatchewan Wages Recovery Act enacted in 1951, the amount of wages which a magistrate could order an employer to pay to a complainant was limited to $200. This limit was increased to $400.

## ANTI-DISCRIMINATION

The Fair Accommodation Practices Act passed in Ontario is a further step in a program of legislation against discrimination on the grounds of race or creed which has developed over the past 10 years and is embodied in four other statutes. The new piece of legislation prohibits the denial of the accommodation, services or facilities available in any place to which the public is customarily admitted to any person because of his race, creed, colour, nationality, ancestry or place of origin.

Combined in the Act with the prohibition of discrimination in public places is a prohibition of the publication or display of notices, signs or other material, including newspaper and radio advertising, indicating discrimination because of race or creed. The latter provisions were formerly contained in the Racial Discrimination Act, 1944, which is now repealed.

Complaints of a violation of the Act are to be dealt with in the same manner as

complaints under the Fair Employment Practices Act, that is, by investigation and conciliation and, if necessary, through a commission of inquiry. Prosecution in the courts is also provided for. A person found guilty of an offence is subject to a fine of $50 and a corporation to a fine of $100.

It is expected that the Act will be administered by the Minister of Labour through the Fair Employment Practices Branch.

## SAFETY

In the field of safety legislation one new Act was passed, the Ontario Trench Excavators Protection Act, designed to protect workers from the dangers present in trench excavation. It is the first Act of its kind in Canada, although control of trench excavation work is provided for by regulations of the Workmen's Compensation Boards in Alberta, British Columbia and Saskatchewan and in regulations under the Building Trades Protection Act in Manitoba.

In brief, the Act requires that, before work is begun on a trench more than four feet in depth, the owner or contractor must notify an inspector, who is required to ensure that the provisions of the Act are complied with. The Act sets out measures to be taken to minimize the danger of cave-ins, explosions, falling objects, accumulations of gas and rock dust and other hazards met in trench construction and requires trenches to be shored and timbered in accordance with standards set out in the Act and in regulations. The employment of persons under 16 years of age is prohibited. The Act will be administered in each municipality by inspectors appointed by the municipal council.

The Ontario Elevators and Lifts Act, passed last year to provide for provincial control over the licensing and regulation of elevators, dumbwaiters, escalators, manlifts and incline lifts, was amended, chiefly to clarify certain sections prior to the Act being proclaimed in force. The amendment states that when the qualifications and licensing of elevator operators are provided for by regulation no unqualified person may operate an elevator or incline lift. Urban municipalities are specifically empowered to pass by-laws prescribing fire safety requirements for hoistway enclosures. The Act otherwise forbids urban municipalities, with the exception of Toronto, from passing by-laws relating to any matter covered by the Act. The amendment also authorizes inspection fees to be fixed for the compulsory annual inspection of every elevator and hoist. The Act was proclaimed in force on June 17 and regulations were gazetted June 19.

A number of changes were made to the New Brunswick Stationary Engineers Act, bringing it more into line with similar legislation in other provinces. The application of the Act was extended to cover hot water boilers. A fourth class engineer's certificate is now provided for, in addition to the three former classes of certificates and the boilerman's licence. An inspection of boilers and pressure vessels is now required during installation, whether or not they are insured. The Act requires boilers and pressure vessels to be inspected annually and there is the further provision that the Chief Inspector may require a boiler to be inspected at any time.

In British Columbia, proposed amendments to the Boiler and Pressure-vessel Act were held over until the next session.

Two provinces enacted legislation affecting workers in mines. The Coal Mines Regulation Act of Nova Scotia was amended to raise the minimum age for employment underground in mines from 17 to 18 years and to set out stricter safety requirements with respect to hoisting ropes and sockets. Amendments to the section of the Ontario Mining Act which governs the safe operation of mines were chiefly designed to minimize the possibility of airline explosions.

## APPRENTICESHIP AND TRAINING

Two provinces, Saskatchewan and Newfoundland, amended their apprenticeship legislation.

As a result of the changes, the Saskatchewan Apprenticeship and Tradesmen's Qualification Act was made more flexible. An apprentice may now be indentured to the Director of Apprenticeship who will provide him with a course of instruction and training in one of the designated trades. Furthermore, the Lieutenant-Governor in Council is authorized to prescribe the maximum number of apprentices who may be employed in a designated trade based on the number of journeymen in the trade as an alternative to setting a quota on the basis of the number of journeymen engaged in the business of an individual employer. Together, these changes will enable a larger number of apprentices to be trained. Under the present quota system, in all but four of the 14 designated trades the employer is allowed only one apprentice for every three journeymen he employs.

In Newfoundland, the apprenticeship training program under the 1951 Act is well under way with a number of trades having been designated and advisory committees having been set up. The Act was amended this year to state that no person between 16 and 21 years eligible for apprenticeship may be employed in a designated trade for more than three months, except under a contract of apprenticeship. As in some other provincial Acts, there is provision for exceptions to be allowed by permit of the Provincial Apprenticeship Board. A further amendment authorizes the Lieutenant-Governor in Council, on the recommendation of the Board and with the approval of the Minister of Labour, to limit the application of the Act to designated areas of the province. In this provision the Act is like the Act of Nova Scotia.

Other amendments authorize the Board to make regulations providing for the issuing of certificates of qualification and requiring all persons other than registered apprentices in any area to hold a certificate of qualification.

A new Act in Nova Scotia provides for the training, examination and registration of nursing assistants. At least five other provinces have legislation of this type.

## SOCIAL LEGISLATION

Five provinces passed Acts to enable them to take advantage of the new federal Disabled Persons Allowances Act. Three provinces, Alberta, Ontario and Newfoundland, already had legislation providing pensions for disabled residents. These Acts were amended to enable the province to participate in the joint scheme. Prince Edward Island has also indicated its intention to take advantage of the federal legislation.

Under the new legislation, the federal Government will pay one-half and the provincial Government one-half of the cost of pensions of up to $40 a month for needy persons 18 years of age and over who are totally and permanently disabled. The residence requirement for eligibility is set at 10 years and income ceilings provided for are the same as those in the federal Old Age Assistance Act. As with the joint scheme for old age and blind persons' assistance, the program will be administered by the provinces.

Alberta passed a new law authorizing the Lieutenant-Governor in Council to spend up to $100,000 to assist in the rehabilitation of coal miners who have become unemployed in areas designated by the Lieutenant-Governor in Council.

In Alberta, three social measures were amended to provide increased benefits. The supplementary allowance paid to needy persons receiving old age assistance, old age security or a blind person's allowance was increased from $10 to $15, effective from April 1. Physically and mentally disabled persons may now receive training under the Public Welfare Act, which previously provided training only to persons suffering from paralysis caused by poliomyelitis. The Students Assistance Act was amended to authorize the Alberta Government to make grants to students in cases where the Government of Canada also contributes to their assistance under the Vocational Training Agreement. Under the Act as passed in 1953, grants were authorized only to student nurses.

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### Equal Pay for Women Civil Servants Introduced in Britain

Women in Britain's non-industrial civil service are to be put on an equal pay basis, it was announced by Chancellor of the Exchequer R. A. Butler in the House of Commons in May. The cost to the Treasury is estimated at £13,400,000 annually.

The change is to be introduced by stages but it is hoped that the Government's decision will be fully implemented within the present fiscal year.

The principle of equal pay has long been accepted by all governments in Britain but for economic reasons was not given effect.

Referring to the subject in an address before the National Marriage Guidance Council a few days prior to the announcement, Mr. Butler said he regarded the introduction of equal pay for women as a definite step forward.

"For the first time, I think, in the history of our country is such a step being taken, and as such it will not be entirely popular even among women," he said. "I do believe that the granting of equivalence in status to women for work of equivalent value should be introduced gradually, so that we can become accustomed to the effect on the body politic and the body economic. I think any shock treatment in this matter would let us into problems to which we are not fully aware of the answers."

# 83rd Annual General Meeting of the Canadian Manufacturers' Association

**Speech by Minister of Labour opens session on subject, "What's Ahead in Industrial Relations", during which speakers discuss the role of legislation in collective bargaining, forward trends in collective bargaining, impact of business outlook on employer-employee relations**

Industrialists from all parts of Canada attended the 83rd annual meeting of the Canadian Manufacturers' Association at Jasper, June 7-9, the theme of which was *Canadian Industry on the March.*

Discussions covered a wide range of subjects, from "What's Ahead in Industrial Relations" and "Industrial Trends in a Progressive Canada" to problems of international trade.

At the session, "What's Ahead in Industrial Relations," speakers discussed the role of legislation in collective bargaining, forward trends in collective bargaining and the business outlook and its impact on employer-employee relations. The Minister of Labour, Hon. Milton F. Gregg, opened the session, which was under the joint chairmanship of R. F. Hinton, Manager, Industrial Relations and Personnel, Shell Oil Company of Canada, Limited, Toronto, and H. McD. Sparks, Vice-president, Industrial and Public Relations, Northern Electric Company, Limited, Montreal, both members of the Association's Industrial Relations Committee.

Speakers at this session were: J. Howard Kelly, QC, Solicitor, Burns & Co., Limited, Calgary; R. A. Mahoney, Labour Relations Bureau Limited, Vancouver; and W. A. Osbourne, President, Babcock-Wilcox and Goldie-McCulloch, Galt, Ont. Their addresses, along with those of the Minister of Labour and the CMA's retiring President, J. D. Ferguson, are reported below.

President of the Association for 1954-55 is Lt.-Col. J. A. Calder, ED, Vice-president and Treasurer, Imperial Tobacco Company of Canada, Montreal; Vice-president, T. A. Rice, International Harvester Co. of Canada, Limited, Hamilton, Ont.; and Treasurer, J. Ross Belton, Gutta Percha & Rubber Limited, Toronto, Ont. John C. Whitelaw, QC, was appointed General Manager in December 1953, following the death in November of G. K. Sheils.

Association membership at April 30 totalled 6,490.

## President's Address

An optimistic note was sounded by the President. "Canadian industry is certainly on the march," declared J. D. Ferguson. "Our gross national product and our national income touched historic heights. There were more people employed than ever before and, as these people spent freely, the economy prospered."

There were, however, some sobering signs, he said, as the year came to a close. Production dropped somewhat, wholesale prices retreated and as 1954 got under way the number of unemployed caused every thinking man to look carefully at the picture; not, he said, by putting one's bifocals right up against it but by standing back and viewing it in its right perspective.

"It is patently impossible," stated Mr. Ferguson, "for economic records to be smashed year after year with no pause at all—even by such a spectacular nation as Canada. Progress and prosperity depend on constantly improving production methods, better tools to do the job, better use of resources both human and natural, better organization and better methods of selling and distributing the goods that are made.

"But securing these things entails the facing of problems which occasionally call for adjustment by the leaders of our country's economy."

The Canadian economy, said Mr. Ferguson, cannot do anything else but expand over a period of time. If nothing else, population, which is predicted to reach 25 million just 25 years from now, will force its expansion. Industries will be forced to mechanize even further to keep pace with demand. New investment, which is usually a good guide to the future, is expected to reach a total this year of $5.84 billion—three per cent more than last year's record.

But, he warned, the important basic truth must never be forgotten, that Canadian industry must not only compete for

business in the home market but for business abroad as well, if it is to gather in the benefits of expansion.

"We must never forget," he said, "that management and capital can face complete and utter frustration in their battle towards successful competition if the men who operate the machines and handle the materials refuse to admit that they, like management and capital, are part of the competitive economic system—in fact, are part of the country's business team.

"If one section of the team, so to speak, persists in pursuing demands that are designed to guarantee an income regardless of the ability of the company to pay and still exist, then it is in fact refusing to admit that it is part of the social and economic system in which it lives and works.

"I am optimistic enough to believe that, in the last analysis, most men know that their wages can only come out of earnings and that any long-continued payment of wages from capital reserves can do nothing more than destroy the industry paying the wages."

Mr. Ferguson noted that in 1953 Canada bought considerably more goods from the United States than that country bought from Canada and, conversely, the United Kingdom bought more goods from Canada than Canada bought from her.

Some countries want more Canadian goods than they can afford, he said, and others earn more dollars than they have any desire to spend. It would be to our national advantage, he pointed out, to select our purchases from those countries which want our dollars to buy more goods from us.

## What's Ahead in Industrial Relations?

### Hon. Milton F. Gregg

Three factors, at least, will be of special importance in industrial relations of the future, stated the Hon. Milton F. Gregg, Minister of Labour, who, at the invitation of the Association, opened the discussion, "What's Ahead in Industrial Relations".

These will be, he said:—

1. A growing vigour in collective bargaining;

2. An increasing stress on the need for year-round employment opportunities;

3. A growing sense of responsibility for the welfare of the community, as well as for the rewards of the two immediate partners in industry.

Mr. Gregg began with a reference to this visit last year—his first—to the International Labour Conference at Geneva. He was proud, he said, to talk to the conference on industrial relations because "it is my firm belief that Canada has something to say to the rest of the world on this question of industrial relations". He continued:—

> Our labour-management negotiations are carried on in a free atmosphere, and the basic labour relations legislation is, I think, accepted in Canada in a satisfactory spirit of give and take.
>
> The essence of our labour legislation is its reliance on collective bargaining, rather than government decree, by any government, as the normal means of establishing wage levels and working conditions, and its emphasis on a close working relationship between the parties in industry.
>
> This arrangement allows a flexibility which is in keeping with our whole approach to economic problems in Canada.
>
> I mention my experience at the ILO, because I should like to emphasize to you today my belief that the question of what lies ahead for Canada in industrial relations and in our economic outlook has a significance that extends beyond our border.
>
> Canada is looked on abroad as a land in which great developments are occurring. Canadian industry is admired and respected abroad for the imagination and ingenuity which have brought it so rapidly ahead in recent years.
>
> Present trends in industrial relations have been strongly influenced, there is no doubt, by the expanding economic activity of the past 15 years. Industry has enjoyed prosperous conditions. This has contributed to the general success of collective bargaining relations in Canada.

#### Seasonal Unemployment

Mr. Gregg then turned to the problem of seasonal unemployment. With careful study and planning on the part of management, labour and government, he felt confident that much could be done towards stabilizing employment on a year-round basis.

While there are those who anticipate that the coming months will produce a different economic background for industrial relations, and who feel also that a change would be not altogether a bad thing, he said, he was not anticipating any marked change nor could he see any good reason for welcoming it.

We, in Canada, have got past the point where we are prepared to tolerate any prolonged or avoidable unemployment. Undoubtedly, some dislocations will continue to arise from time to time affecting particular industries or areas or groups of workers. During recent months, many firms have certainly found themselves subject to competition somewhat keener than existed in the period of peak activity.

Such developments, however, whether their cause lies within Canada or beyond our borders, need not cause us to lose sight of the tremendous basic strength and potential of our economy.

As my colleague, Mr. Howe, has declared on a number of occasions, the Canadian Government still adheres to the policy of doing everything possible to maintain an economic climate in which may flourish a high and stable level of employment and income.

However, although this policy does envisage various types of direct government action under certain circumstances, it is not on such projects that we place our main reliance.

I believe there is a growing recognition in Canada that the attainment of such goals as high employment and better standards of living entails responsibilities for all sections of the community. The economic progress of our nation depends not merely on government action, but on sound policies and imaginative and creative activity on the part of all groups.

It is on this reservoir of initiative that we must rely in coping, for example, with such a persistent Canadian economic problem as that of seasonal unemployment.

In Ottawa, he went on, "we have been greatly encouraged by the interest with which non-governmental bodies are approaching this question." He cited the Quebec City branch of the CMA, some of whose members intend this year to devote "a good deal of attention" to the problem and to "experiment with remedies".

Probably more than 250,000 workers are seasonally idle each year, Mr. Gregg said, and this represents a loss of about $150,000,000 annually in wages. The figure was higher this winter, he admitted.

Between December 1953 and April this year, the Minister reported, almost $140,000,000 was paid out in unemployment insurance benefits; a large part of that sum went to those seasonally unemployed.

"Like all other kinds of unemployment, this kind also exacts intangible personal and social costs that cannot be expressed in dollar terms but are nonetheless real," he pointed out. Then he asked:—

How can we tackle this problem? Our climate is against us. Yet, I know that some employers have been able to reduce the seasonal swings in their operations and employment. I believe that a great deal more can be done if employers, workers, consumers and governments will attack this problem as a team.

The National Advisory Council on Manpower and the National Employment Committee, which are made up of representatives of employers, organized labour and other interested groups have, said Mr. Gregg, been studying this problem since early in 1952.

The National Employment Committee has recently completed a study (L.G., May, p. 655), based on a survey of employers in 18 of Canada's seasonal industries, to get opinions on such questions as: (a) what causes seasonal changes in their employment; (b) what methods have they developed to promote employment stability; and (c) what do they suggest to achieve further results.

### Possible Solutions

The study, said Mr. Gregg, points to a number of courses of possible action.

It has found that many employers are alive to the problem and have developed a large number of different methods suited to promoting year-round employment for their workers.

Since some firms have been able to maintain much greater employment stability than others in the same seasonal industry, it would appear that study groups within particular industries might help in widening the use of good ideas, the Minister suggested. Such study groups might include representatives of employers, unions, employers' associations and consumers where possible. He continued:—

The construction industry has particular importance in this program. Effective action here requires the co-operation of contractors, architects, engineers, building exchanges, trade unions and those who place construction contracts.

This suggests the importance for those who place construction contracts to time their placement to offset as much as possible the employment slackness during the winter months.

The Committee does not believe that, in seeking a solution for seasonal unemployment, the Government can provide pat answers for industry to follow. Rather, it suggests that each industry study its own situations so as to develop methods that best fit each case.

The Committee has pointed to the importance of governments at all levels planning their expenditure programs as a means of assisting in the stabilization of employment on a year-round basis.

I am able to tell you that as far as the Federal Government is concerned we shall continue to do our utmost to arrange contracts and other undertakings so that the maximum amount of employment therefrom shall be made available to Canadian workers during the winter months.

I am quite confident that we can all—in industry, in the labour force and in government—do much to stabilize employment on a year-round basis.

In this same spirit, the people of Canada, working through government, employer, labour and other groups, will be competent to cope with any economic dislocations that inevitably occur from time to time.

This is the economic background, I suggest, against which we should consider the outlook for labour-management relations.

In the light of conditions, Mr. Gregg continued, it would appear to be a safe

forecast that in the coming months we shall see a sharper examination by management of labour costs. This, he said, creates problems for both parties, which, while demanding, are by no means insoluble.

### The Challenging Question

Mr. Gregg then suggested that in some cases the answer may "lie along the lines of greater attention to productivity". This, he said, calls for a "joint approach" and the challenging question for labour and management is the extent to which a joint approach will be forthcoming.

A growing recognition by both parties of each other's needs and aspirations has emerged, he said. Most employers today accept unionism as a constructive and potentially beneficial force, and labour, for the most part, has gained a greater appreciation of the responsibilities of management and is learning to consider the welfare of the firm, the industry and the community.

"These changing attitudes on both sides are important," the Minister of Labour concluded. "They have gradually made it possible, in some industries at least, for labour and management to develop the mutual respect and confidence that are the underlying fundamentals of sound labour-management relations.

"It means further that, outside the immediate bargaining issues, they are able to work co-operatively on the many problems of productivity and health of the enterprise and community in which their interests are so closely interwoven."

## Role of Legislation in Collective Bargaining

### J. Howard Kelly, QC

"Fundamentally, I do not consider the law should be invoked to effect a settlement of the terms of any agreement between individual subjects, groups or corporate bodies, be the agreement for lumber, fish, textiles, automobiles, services, labour organizations or anything else", said J. Howard Kelly, QC, solicitor and executive, Burns & Co., Limited, Calgary, Alta.

"We deny the basic principle of free enterprise by invoking laws to force observance to any specific terms which human judgment and an obedience to tolerance and human rights can in time effect."

It would be well, said Mr. Kelly at the outset, to adopt ourselves to the basic concept that management is limited by the power of labour unions. "It is almost wholly a negative power; the union can tie up a company but it cannot run it or even administer the provisions of a contract arrived at between it and the company; that it has to leave to management. But the obstructive power of union leaders may be very great.

"Having accepted this basic concept, let us proceed to a review of bargaining under auspices which finds management in that cramped position of defensive isolation. A union, in fact, has little to give in its contact with management. However, by virtue of its nomination by the collective group of workers, its power is extensive, chiefly through the control it has over that collective manpower, as well as the legal status with which it has been vested by governments."

While the purpose of our laws is achievement of the common good of all, Mr. Kelly said, he suggested it might be well for legislators to reflect on the ultimate economic consequences of "striving to provide greater reward and privileges with an obvious reduction in the compensating returns," the result of which might be detrimental to both human well-being and economic stability.

### Proposed General Provisions

Reminding the conference that Canadian labour laws come under provincial jurisdiction, with operations of an interprovincial character directed by federal labour enactment, he said that some persons propose that some general provisions be made common to all labour laws. Some of these proposals, he said, were:—

1. Comprehensive provisions to deal with problems on which public policies are needed—problems of relations between unions and individual workers, between unions and unions, and between unions and employers on the one hand and the community on the other.

2. Provisions to protect against abuses the essential institutions of industrial relations that have proved themselves worthy of protection and to make them work more satisfactorily.

3. Provisions to narrow the area of industrial conflict. "Certain uses of strikes and boycotts are not appropriate," Mr. Kelly said, "and it is high time that unions and the community dropped the naive notion that the unlimited right to strike

is an inherent and necessary right of free men. It is inappropriate that the strike should be used by unions to battle other unions or that strikes or lockouts should be used to coerce the government or to compel changes in public policy".

4. Provisions to deal with specific problems, including: protection of the right to organize, protection of the right of workers to pick their bargaining agents free of interference from any source, safeguarding of the rights of a worker to be a union member or not to be a union member, the making of strikes over union jurisdiction an unfair labour practice, the provision of all reasonable facilities for workers to express their decision by secret ballot on such issues as calling a strike and settling a strike, and provision of adequate arrangements for handling disputes that imperil the national health and safety.

On protection of the right to organize he said: "Now that coercion by employers is unlawful, public policy should also prohibit the use of economic coercion by unions to force men to join a union. It is anomalous for the legality of economic coercion to depend on who uses it."

On the protection of the right of workers to pick their bargaining agents he said that inter-union rivalry can be controlled only by public policy and that the growth of unions makes such control imperative.

On the secret ballot he said workers should also have the right to vote, by secret ballot, on proposals advanced from time to time in strike settlement negotions. Union leaders should not be permitted to reject "arbitrarily" such proposals, advanced by employers, without reference to the workers, he said.

"There is need for improved legislation designed to assist in the adjustment of differences between employers and employees," Mr. Kelly said, "but legislation alone will not insure industrial peace."

He said:—

Labour organizers have pursued the technique of consolidating many of their advanced positions by having their gains incorporated as part of labour legislation. This rates the springboard for still further gains over management across the bargaining table. The points they struggled to extract from employers are no longer subject to negotiations when made obligatory by law. A wide difference of opinion has developed as to the relative justice of this course as labour concessions have assumed a political complexion in some quarters instead of continuing as issues to be determined through collective bargaining.

### Scope of Collective Bargaining

When the actual scope of collective bargaining is considered, the likelihood of litigation and administrative regulation becomes more imminent, Mr. Kelly felt. So far, he said, there have not been many serious disputes as to what are and what are not appropriate subjects for collective bargaining, but it is questionable how long this will continue. Employers have perhaps been to prone to consider that there are qualitive boundaries to the subjects which are bargainable. He said, adding:—

Traditionally, collective bargaining has involved wages, hours of work, overtime, seniority, vacations, grievance procedure and protective measures for the unions' own security. Since the unions have been mainly preoccupied with such matters, probably there has been a failure to recognize that the longer parties bargain periodically with one another, the likelier it will be that one or both of them will seek new subjects for contractual treatment. Recent experience demonstrates that there are few legal barriers capable of containing the force of collective bargaining.

Most labour Acts provide for negotiations on terms or conditions of employment with a view to the conclusion of a collective agreement. How extensive an area this phrase was intended to cover may have to be determined, but it seems unlikely to be a narrow one. The history of collective bargaining, whether under private auspices or under the aegis of legislation, shows that it is dynamic and expanding in content and that continual encroachment upon traditional preserves of management will be difficult, if not impossible to resist. It is probably better for society that such encroachments, if inevitable, should be developed in an ordinary manner rather than through economic conflict.

We do not advocate, said Mr. Kelly, any further interference by government with the relationships between employers and employees as, generally speaking, outside parties can only exercise an influence of a compromise character. No one, he said, knows the problems more intimately than the employer and his own employees.

"For that reason it appears reasonable to recommend that a number of regular employees should be included in all negotiating and grievance committees that meet and deal with management. The practice of barring such practical representatives and restricting the contact unit to outside agents to the exclusion of the workers affected is a practice which should be reformed," he said.

### Conciliation and Arbitration

On the question of conciliation and arbitration boards, Mr. Kelly had this to say:—

One cannot escape the fact that the technique of bargaining agents is to extract everything possible out of the employer and then resort to conciliation or arbitration on the grounds of membership dissatisfaction. The abuse of this practice is pronounced.

It is often found that conciliators or arbitrators, relying on the theory that labour must get at least something more than the negotiations produced, will grant awards quite unwarranted under the circumstances to provide a solution. This may or may not be a true compromise. Some employers, realizing that conciliation or arbitration is inevitable, will resist demands, or only grant so much in order to provide some leeway for a conciliator to give some further concession. This is an indication of the lack of genuine sincerity in negotiations but it is obviously an essential technique as a protective measure.

If conciliation or arbitration is to provide practical measures in the realm of labour, then, thought the speaker, governments should be equipped with thoroughly competent men for such boards, men capable of subscribing something of a mature and sound nature to the questions at issue. For this reason, he suggested, it might be well to consider permanent appointees, who would provide management and labour with the benefit of thorough study and conscientious deliberation on all issues, in place of casual review and compromise "frequently unsound but designed to placate one side or the other and get rid of the problem".

Boards of reference, if well constituted, he added, might also prove a useful aid in maintaining harmony in labour relations where debatable issues could be determined on a reliable basis.

Although of the opinion that government-sponsored collective bargaining is not desirable, Mr. Kelly thought it could provide methods of dealing with problems of particular types. The trend towards increasing government regulation is causing concern, he said, to those who believe in industrial self-government as the sound way to achieve both maximum production and the greatest personal freedom.

Disillusionment over the prospects of ever attaining that goal, he felt, is largely responsible for the trend in a national labour policy.

### Design for National Policy

The national program, said Mr. Kelly, should be designed to maintain industrial relations on an even keel through a balance of power policy. Neither organized labour nor management should be permitted to possess sufficient power to effectuate its demands unilaterally. Nor should either party be permitted to exercise its power to enforce greater demands through collective bargaining than deemed socially desirable.

"What constitutes equality of power between these two groups is a variable," he said. "It depends upon public appraisals from time to time of the legitimacy of the objectives that are pursued."

A positive program voluntarily undertaken by labour and management to improve their relationship should not be overlooked, said Mr. Kelly, as one possible factor bearing upon the question of how much government control there will ultimately develop.

"To attain improved industrial relations, with a de-emphasis on government control, collective bargaining will have to be conducted much more effectively by organized labour and management themselves," he declared. "Legislative and administrative rules to bolster up collective bargaining by requiring the parties to follow procedures that seem to facilitate agreement-making won't suffice. Collective bargaining is much more than a series of procedural steps; it pre-supposes coherence to the philosophy that management and labour can and should be reconciled around the conference table by understanding, compromise and agreement.

"Whether labour and management each holds this conviction is the master key to the future of collective bargaining.... Collective bargaining will be created as a sound institution only if organized labour and management first adopt its basic premise and then consciously devote their efforts towards developing the agreement-making potentialities of their joint dealing."

### The Co-operative Spirit

Much has been said about the fundamental importance to collective bargaining of the co-operative spirit, Mr. Kelly continued. While not in any way deprecating the essentiality of that attitude, much more, he believed, is required for successful collective bargaining:—

Without industrial relations intelligence and know-how, a co-operative spirit may be unavailing. A constructive development of collective bargaining calls for sustained attention to (a) the resolution of numerous conceptual differences that exist between labour and management, and (b) the perfection and affectuation of the techniques of joint dealing.

Problems inherent in labour relations go far beyond the negotiation of an agreement. Collective bargaining is not suspended during the term of the agreement. The legal duty to bargain exists only with a view to the conclusion of an agreement, but the terms of the agreement itself will involve a continuation of a bargaining relationship. Such bargaining will be concerned chiefly with administering the terms of the agreement. Whether such administration will be harmonious and co-operative depends primarily on the attitudes of the parties.

An agreement between an employer and his employees, whether made in an atmosphere of peace or under stress of strike or lockout, resembles in many ways a treaty, Mr. Kelly suggested. As a safeguard of social peace, it should be construed not narrowly and technically but broadly so that it can accomplish its evident aims. It should, on both sides, be kept faithfully and without subterfuge. "In no other way can confidence and industrial harmony be sustained."

Concerning differences between management and labour, he would not say what is right or wrong; but he did know that "nothing is right that won't work and any arrangement that will work will have to be reconciled on both sides.

"If the forces of management and labour are going to commit themselves to a struggle for power within the highly delicate mechanism of our economy, neither can win and democracy will lose," he declared.

## Forward Trends in Collective Bargaining

### R. A. Mahoney

"The trade union movement has established itself and is to remain an integral part of our industrial society for a long time to come; thus business should make every effort to live with it and adapt to it," declared R. A. Mahoney, Labour Relations Bureau Limited, Vancouver, B.C.

Mr. Mahoney, who has been a labour relations consultant for eight years and has taken an active part in collective bargaining negotiations for four and a half, was speaking on "Forward Trends in Collective Bargaining".

He saw four main trends in future collective bargaining in Canada. They were:—

1. More national and more intelligent bargaining techniques on both sides;
2. Increasing stress on seniority measures as opposed to straight wage increases;
3. A trend towards wage agreements that will run for more than one year;
4. More companies banding together for the purpose of industry-wide bargaining within a given area.

#### Bargaining Techniques

Mr. Mahoney felt that development of more national and more intelligent bargaining techniques was inevitable. There is, he stated, an ever-increasing mature frame of mind on the part of union leaders and management officials in their thinking about collective bargaining.

"We have gone," he said, "through roughly a ten-year period when both sides, particularly trade unions, have flexed their muscles and resisted each other economically. Both sides are growing up, possibly not to the degree we might wish, but the trend is there. Furthermore, the knowledge, experience and information available to the persons on both sides who are taking part in the bargaining procedure has increased. Trade unions, particularly the large international unions, are hiring staff experts to provide information who are top men in their field. Management men are becoming much more experienced and companies are either hiring experienced men to do the collective bargaining job or retaining specialists in the field in a consulting capacity.

"It would appear that such a trend is inevitable and, I personally feel, desirable. If so, it may be that we shall see the old economic strength concept of collective bargaining slowly being replaced with a more realistic appraisal of the situation and a settlement of labour agreements on a more intelligent basis."

#### Security Measures

Increasing demands for security measures instead of for straight wage increases have already come, Mr. Mahoney said. He gave these reasons for that development:—

1. A levelling-off in the upward trend of economic activity;
2. Wage rates in many industries are at a level where there is somewhat of a recognition on the part of trade union leadership that substantial wage increases are no longer feasible;
3. The fact that job security in itself has been a very important factor in the minds of most employees who have the memory of the great depression of the thirties still with them.

With these factors in mind, he said, the question could well be asked, what form will these job security demands take? One obvious answer to this question, Mr. Mahoney stated, is that demands will vary from industry to industry, depending upon conditions within the industry. Security demands, however, in his opinion, fall roughly into two classifications: welfare and those leading to a guaranteed annual wage.



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Welfare demands, prevalent now, are concerned with such factors as: hospital and medical coverage, life and accident insurance, pension benefits, and sick leave.

Demands for more advanced security benefits which lead, in a greater or lesser degree, to a guaranteed annual wage will consist, he predicted, of such things as:—

Increased annual vacation benefits, part of which can be taken in slack seasons or are payable on termination of employment;

More requirement of notice in the case of lay-offs or discharge;

Separation pay upon loss of employment;

A guarantee of a certain number of weeks' employment per year for permanent employees.

This list, said Mr. Mahoney, may present a frightening array but the very fact that such demands are pending does not mean that they are forthcoming immediately. "Nevertheless," he added, "I believe that they are coming and management must find some way to meet them eventually. Incidentally, all of these welfare and security measures are mixed in with and will be affected by government policy along the same lines."

Continuing, he pointed out that welfare plans may be handled in three ways: through company formation and administration of welfare and benefits, through joint union and management trustee administration, and through complete union control of welfare. The last two methods, he said, have come about when welfare has been adapted to an industry rather than a single company.

"I think it needless to mention," he said, "that from a management standpoint plan two is infinitely preferable to plan three. As a matter of fact, joint trusteeship plans have proved reasonably satisfactory in our part of the country, particularly where a group of small companies has banded together for a welfare program that would be impossible for any one of them to handle."

He said the third plan, in his opinion, was undesirable from management's standpoint for two reasons: it gives management no voice in how welfare funds are handled or spent, and it provides another example to employees of the union providing benefits where management has been unwilling or unable to do so.

An important aspect of welfare plans, Mr. Mahoney strongly believed, is that they should be contributing, rather than be financed wholly by the employer.

As regards separation pay and eventually a guaranteed annual wage, the speaker said:—

I am sure that there is no single union objective which we in management feel will be more difficult to meet than this one. However, providing that economic conditions remain stable or continue their upward trend, there is little doubt that this demand, in one form or another, is coming. It will, I believe, not come in a sudden rush, and it will not come first in unstable or seasonal industries, but it will nevertheless come and management, I am sure, is thinking and will be thinking in the future as to how best this demand may be met.

**Long-term Agreements**

Mr. Mahoney said the next phase of his forecast, an increasing trend towards agreements which last for more than one year, was also a controversial issue upon which many opposing views are held. Since General Motors set the pattern on this continent for long-term agreements, four years ago, variations of the pattern have been adopted in many places with what, on the whole, might be regarded as reasonable success.

Among the several reasons for the trend towards longer agreements, according to the speaker, the two main ones are:—

1. The fact that two years ago (more or less in some industries) wage rates, in certain fields at least, reached a level which appeared to be about as high in relation to the general economy and the cost of living index as they could go, except for productivity increases.

2. Both management and labour representatives, particularly the former, were thoroughly fed up with the collective bargaining procedure, which never seemed to be at an end.

Expressing himself as favouring long-term agreements, Mr. Mahoney said:—

I have in mind the two reasons just mentioned but I also have in mind another reason which I feel is much more important —I feel that long-term agreements can provide a means whereby both sides of the labour management situation can learn better to work with each other and to appreciate better each others' point of view. This, of course, stems back to the original premise which I explained to you, namely, that unions are here to stay and survival of our present industrial society depends upon management and labour being able to work with each other. I do not believe that the bargaining table is the best place to discover this workability. Collective bargaining is a time when two sides are of necessity presenting opposing points of view. It is a sort of social procedure which demands psychologically a certain amount of conflict and disagreement. For this reason, then, it is not the best time for the two parties to sit down and discuss mutual

problems and to try to work out reasonable solutions. The time for establishing workability is, I feel, after the agreement has been signed and during the day-to-day plant relationships which involve plant management and plant committees. Here is where an atmosphere of understanding can be best created, and here is where the opportunity is present to give the employee the information and knowledge of company problems and policies, which will mean a more cooperative attitude in the future rather than the frame of mind which today in too many cases appears to overshadow all else—namely: "We get what we want or we hit the bricks".

As long as collective bargaining takes place every year and lasts as long as it does, relationships tend to remain unstable, but where a contract is signed for a longer period of time it would appear that the opportunities for achieving the relationships just described are much more prevalent.

### Industry-wide Bargaining

Mr. Mahoney explained that by industry-wide bargaining in a given area—the fourth of the major trends he predicted—he meant the banding together of all or a majority of the companies in any one industry in a given area for the purpose of negotiating a common agreement. This trend, he said, is already in evidence in British Columbia. The reasons for it, he said, were "logical and sensible", because it:—

1. Gives industry a great deal more economic strength to face the threat of strike action;

2. Prevents a union from using one employer as a lever on the balance;

3. Prevents one or more companies within an industry obtaining a competitive advantage from low wage rates;

4. Reduces the burden of negotiation time on individual company officials.

There are two main disadvantages to industry-wide bargaining, however, Mr. Mahoney pointed out. These are:—

1. Particular conditions in individual plants may be sacrificed to secure a workable master agreement.

2. Personal contact between individual management and employees is lost.

Commenting on the first point, he said: "I think the first difficulty can be overcome by negotiating master agreements on an industry-wide basis and individual plants or companies working out special conditions which are necessary, after the master agreements have been signed."

Before leaving the subject of industry-wide bargaining, Mr. Mahoney said he would like to again emphasize the advantage of the economic strength which is gained by management unity.

He continued:—

A great deal of the collective bargaining which takes place in Canada today, particularly in our part of the country, is economic strength bargaining. In other words, the union in effect says, we want so and so and if necessary we will strike to get it. Management in effect says, we won't grant it and we will face a strike rather than give in. I feel that this is a regrettable situation but it is nevertheless true and will be true, at least to a certain extent, for some time to come.

Our experience has been that one company facing strike action when its competitors are still in operation is up against virtual economic disaster and most companies are unwilling or unable to face the situation. Furthermore, the union, which has only the worry of a small percentage of striking workers out of an industry as a whole, has a relatively small problem on its hands in terms of strike pay and lost pay cheques as compared with the problem it faces if the entire industry is struck at one time. Therefore, if economic strength is the key factor in a labour dispute, it most certainly behooves management to avail itself of all the economic strength possible in order to equalize the situation.

In concluding, Mr. Mahoney again qualified his observations. He had, he said, presented broad trends which are long term in nature. Specific industries and specific parts of the country will not encounter these trends as soon as others. He explained:—

A sudden change in economic conditions could alter these trends one way or another. Unforeseen large increases in the economic indices could refocus attention on direct wage rates and delay the security trend. A serious economic recession could put management in a strong bargaining position, temporarily at least. Although I do hope that no one in this room is short-sighted enough to think that economic recession or depression is any sort of a permanent solution to our collective bargaining problems.

I am also aware that many of the conclusions I have drawn are subject to a great deal of individual opinion and prejudice and that in many cases I have oversimplified the problems. We all know that the problems are by no means simple. I am aware, further, that I speak from experience which is purely local in nature and that many of you, particularly from the Prairies and the Maritimes, have a long way to go before you arrive at the stage in collective bargaining where we in British Columbia find ourselves at the present time.

Nevertheless, and despite all the ifs, ands and buts, I believe the trends which I have outlined will prove themselves true in the long run.

We live in what has been characterized as a troubled and changing world. We are beset with problems of many kinds and on many sides. Labour management relationships in my opinion, constitute one of our most, if not our most, serious industrial problems. Legislation alone cannot solve our problem. The problem is primarily one

of human nature and as such is subject to all the frailties and inconsistencies which are an integral part of human nature. It is difficult, and at times an extremely unpleasant problem, but if our industrial society as we know it is to survive in anything like its present form it is up to us who believe implicitly in this society to be the driving force behind a solution to this problem.

During the discussion which followed Mr. Mahoney's address the Minister of Labour was questioned on the degree of legislation which he thought the Federal Government should exercise. Mr. Gregg replied that he felt there should be the minimum of legislation required. The Federal Government, he said, exerts no pressure whatsoever on the provincial governments and, conversely, neither do the provincial governments on the Federal Government. All provincial jurisdictions should have the right to deal with their own problems, he stated, but there is an attempt at achieving uniformity.

## Business Outlook--Impact on Employer-Employee Relations

### W. A. Osbourne

Speaking on the impact of the business outlook on employer-employee relations in Canada, W. A. Osbourne, President, Babcock-Wilcox and Goldie-McCulloch, Limited, Galt, Ont., said: "For the present and on the short-term view, the employer is in a stronger bargaining position with respect to wages than he has been for some years, and this mixed blessing has been conferred on him at a time of reduction in business prosperity."

This may be a good time, therefore, suggested Mr. Osbourne, for the employer to take a look at his employer-employee relations with a view to laying firmer foundations on which to build for the future. "Any thought of approaching this very important phase of a company's activities in the spirit of 'now it's my turn' would," he said, "serve to promote the same reaction from the other side of the table in what we hope will soon again be a time of business expansion and rising employment."

With some notable exceptions, the business outlook for Canadian industry follows a similar pattern to that of the United States, Mr. Osbourne observed. Many of our unions have United States affiliations and operate in accordance with policies originating at union headquarters; reactions on employer-employee relations in Canada may, therefore, be expected to be somewhat similar. The nature of this impact is already fairly well defined, he said, and may be roughly summarized as: increased resistance by employers to demands for increased wages; acceptance by unions of the necessity for a scaling-down of their demands for wage increases and, in some cases, for forgoing increases or accepting a wage decrease; a "tactical" shift by unions in their negotiations to a greater emphasis on fringe items and to the guaranteed annual wage.

As examples of union acceptance of wage decreases Mr. Osbourne cited the United Automobile Workers' agreement at the Willys Motors, Inc., Toledo, to abandon an incentive system and as a result to accept a 5-per-cent pay cut (L.G., May. p. 643) and the employees at Dominion Woollen and Worsted Limited, Hespeler, Ont., who in February voted to accept a reduction in rates (L.G., March, p. 349).

Enlarging on the shift in emphasis in negotiations, he said he referred to it as a "tactical" shift because it does not represent any basic change in labour's long-term objective for higher wages. "The unions," he said, "recognizing that resistance to demands for higher wages is backed by powerful arguments, are hoping for additional fringe benefits which may be played up as a substitute for wage increases in a time of reduced employment."

He said the guaranteed annual wage had received considerable publicity since several large unions in the United States adopted it as a "main plank in their platform" and that "their Canadian counterparts have followed the headquarters head in this connection".

What these indications add up to, said the speaker, is that for the present and on the short-term view the employer is in a stronger bargaining position with respect to wages than he has been for some years.

"The subject of employer-employee relations is something," he said, "which far transcends bargaining tactics and is the background against which all negotiations proceed and which largely influences them irrespective of the changing business outlook." Therefore, he said, he intended in his address to view the subject generally in the light of today's business outlook and to discuss some of the principles which, to him, seemed to characterize the attitude and approach of some companies which he

believed were laying a good foundation for their future employer-employee relations.

### Importance of Management Concept

In looking at these companies, said Mr. Osbourne, the first consideration that impresses one is that they have a concept or philosophy of employer-employee relations on which they draw for inspiration and guidance in the handling of the varied problems which are constantly arising. In explanation he said:—

> They recognize that such relations are changing and dynamic. They have certain rules and regulations for the guidance of their staff and supervision, but these rules are kept to a minimum and are of secondary importance. What is of prime importance is that, emanating from the top, there is an attitude of mind which permeates the entire organization and is reflected in all the decisions which are made down the line, with the knowledge that no marks will be given for interpretations and applications which depart from certain basic ideals and objectives. . . .
>
> The cleavages in labour relations, if there are any, are most apparent at the supervisory level and if such differences and frictions as do arise are accentuated on their way up the ladder of grievance procedures, you are likely to have a fluctuating policy in employer-employee relations whose instability is like an inverted pyramid. In such cases, the relations are being determined at the lower level and on the basis of day-by-day handling of problems at the point where frictions are most likely to arise. On the other hand, if there is a broad-gauged approach and a well defined concept at the top the grievance or friction gains in clarity and objectivity as it moves up and over these relations there is a stabilizing influence and an assurance of fair consideration.
>
> I have emphasized the importance of the top management concept or philosophy because from it flows the guidance and approach which will affect the handling and set the pattern of all labour relations for the company.

### Acceptance of Union

It can be seen, Mr. Osbourne continued, that they have developed a few simple principles by which they operate and which they disseminate throughout their organization.

First, he said, they have accepted without reservation the fact that unions are here to stay.

He went on to point out that federal and provincial legislation provides that a union must be accepted when it represents the majority of the employees but that "compliance with the letter of the law may leave its spirit unfulfilled". Furthermore, he added, "the employer who fully subscribes to an acceptance of the fact that unions are here to stay recognizes that co-existence means that there must be some abridgement of the outmoded, free-wheeling approach in which only the employer's conscience is his guide."

As a logical outcome of the principle that unions are here to stay, he continued, a second principle follows: whatever union represents the will of the majority of his employees, the employer will try to find a way of working with it and, if this is not possible, then at least a way of living with it. The second alternative, Mr. Osbourne said, is second best and implies a state of cold war.

Even so, "we must learn to live with it, in the reasonable hope that somewhere in the hearts and minds of some employees there will develop the opportunity for an effective response to fair treatment and the rejection of radical and unprincipled leadership."

However, Mr. Osbourne warned, working with a union means something more than always, or even frequently, giving in, and the making of gratuitous concessions and hand-outs. Appeasement practised consistently in negotiations, he added, means the loss of self-respect.

"In the case of hand-outs," he said, "the old principle that 'what costs nothing is worth nothing' has more than its usual validity and is, I think, a cardinal principle of good employer-employee relations. A union executive should work for what it gets."

The employer should recognize, he continued, that the union executive must justify its leadership in the eyes of its membership. "Good leadership should, within limits, be allowed to lead and, on certain occasions, it should be expected and encouraged to accept responsibility."

### Management's Prerogative

A third principle which inspires and actuates enlightened management, Mr. Osbourne continued, is that it acts in the knowledge that it is management's prerogative and duty to run the business and its operations in the best interests of the company.

> The exercise of this authority and prerogative with fairness and firmness is an art and a trust. The art is in the leadership which gets things done and arrives at fair settlements without appearing to make arbitrary decisions. The trust is in preserving those essential prerogatives without which there cannot be adequate corporate direction, unity, and progress. It is well to recognize that there are certain rights and responsibilities which must be retained by management if direction, discipline and even company survival are to be assured Not infrequently, it becomes necessary to resist the ambitions of a union leader who

is out to dominate both his constituency and the company for which he works, and whose avowed policy is the gradual erosion of management's rights. More importantly, it is also necessary to resist the temptation to purchase peace by bartering those rights.

Employees respect honestly held management views, based on sound business judgment and backed by experience and a record of efficient and profitable operation. The application of this principle may sometimes involve difficult decisions but these will be surmounted if the foundation is laid in an understanding that when decisions are arrived at they are rational, necessary and firm.

### Frank Employer-Employee Discussion

The present business outlook may involve lay-offs, said Mr. Osbourne, and its evaluation can be a matter of frank discussion and understanding between the parties.

"It should be remembered," he emphasized, "that the business outlook is management's estimate of the situation. Its validity may be questioned by the union if it is produced and discussed only at the time of bargaining." He added:—

The development of mutual confidence in its use can be assisted by additional frank discussions of the business outlook on occasions other than at the time of wage negotiations. An interested union executive should know something of the difficulties and successes in securing orders. They are much more likely to be impressed with the sincerity and competence of management if they periodically hear about these matters and not just at times when a falling-off in business is expected to produce a corresponding falling-off in wage demands.

### Interruption of Good Relations

The final principle put forward by Mr. Osbourne did not, he felt, require expansion. If fundamental differences of opinion arise and cause temporary suspension of good relations it must be remembered that both management and employees will hope soon to restore these relations. He sounded this warning:—

There will be times when in the heat of battle misrepresentations may be made in appealing for public support of an extreme point of view, or perhaps of an extreme course of action, which is not in the public interest. If such misrepresentations arise it is your duty to furnish correct information but let it be done with an economy of words and, if possible, with words which are not loaded with venom or spite.

### Business Outlook Only One Facet

The impact of the business outlook, whether good or bad, is but one facet of employer-employee relations, Mr. Osbourne said in conclusion.

It possesses the somewhat doubtful distinction of being able to throw its influence from one to the other as between employer and employee depending on the level of business activity. That distinction it acquires in a free enterprise system which we support and which we want to continue. We should consider ourselves fortunate that we live in a country in which not only employers but also employees are overwhelmingly in favour of that system. They, too, recognize that as long as businessmen and corporations are free to take business risks, and to do so without the shackles of permits and the regulations which are essential in a planned economy, we will have cyclical swings and, therefore, varying business outlooks. But they also know that for them, too, there is a greater freedom of choice and action and with it a correspondingly greater reward for initiative, judgment and stability.

I have said that the impact of the present business outlook is not an unmixed blessing in employer-employee relations despite some temporary advantages it may give the employer. I believe we can also say that it is not an unmixed misfortune in our economy. During a recession the business man has a little more time to take a good look at his organization and his employer-employee relations. The union leader has a little more cause to take a look at the ultimate effect of a policy of demanding more and more *ad infinitum* and thus pricing us and them out of the market. Both businessmen and union leaders have every reason to benefit by these experiences, and, recognizing their respective functions and responsibilities, they should also recognize that it is their duty to build towards an era of greater mutual understanding in employer-employee relations.

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## Injury Frequency Rate in U.S. Factories Reaches New Low

The injury frequency rates of factory workers in the United States reached a new low of 11·8 disabling injuries per million man-hours worked in the first quarter of 1954, according to preliminary reports.

The U.S. Department of Labour announced that this rate was 2 per cent below the previous low of 12·1 recorded in the fourth quarter of 1953 and 14 per cent below the average for the first quarter of 1953.

Last year was a record year for safety. This year promises to be better, the Department said.

# CMA Surveys Older Worker Problem

**750 Association members reply to questionnaire on difficulties met in hiring or continuing to employ older workers, maximum age limits, collective agreement provisions etc. Firms offer many suggestions**

Twenty-two per cent of the employers who replied to a questionnaire distributed to members of the Canadian Manufacturers' Association by the CMA Industrial Relations Committee reported that they had no difficulty in continuing to employ their older workers. Approximately 750 replies were received.

The Committee decided to prepare and send out the questionnaire because it had found that no reliable and comprehensive survey of the older worker problem had been made to ascertain the extent and nature of the problem in Canada. It wanted to learn more about the barriers that face older persons seeking to obtain, or even retain, employment.

Many of the obstacles often cited by employers, it is pointed out in an article in the May issue of *Industrial Canada*, the CMA's official publication, were proved unreasonable and without foundation by the memorandum on the older worker prepared by the Department of Labour (L.G., Feb. 1953, p. 203). The article analyses the replies to the questionnaire, which was prepared in cooperation with the Department of Labour, the Unemployment Insurance Commission, and the Department of Veterans Affairs.

The six major questions asked of employers were:—

1. What circumstances or conditions in your plant make it difficult to continue to employ the older worker?

2. What circumstances or conditions in your plant make it difficult to hire older workers? (These two questions were followed by a supplementary question asking the employer what steps he thought should be taken to continue employing and to hire older workers.)

3. Have you any maximum age limits on the hire of new employees? What are they and what categories of workers are affected? What circumstances have induced your company to establish them? Have you had any difficulty in your recruiting as a result?

4. Do the wage provisions of your collective agreement prevent you from employing, at lower rates, people whose productive capacity has decreased?

5. Has your company at any time made a survey of productivity, absenteeism, or labour turnover by age groups? If so, could we be furnishd with a report?

6. Approximately what percentage of your employees are over 45? Over 55? Over 60? Over 65? What is the average age of your employees?

Twenty-two per cent of those replying stated they had no difficulty in retaining workers while the remainder noted that the major problem was that work was too heavy or too hard for the older employee. Other factors, in order of importance, were the older worker's declining production, the existence of a retirement or pension plan and poor health. This ranking remained constant in all groups of plants with the exception of those employing more than 1,000 workers where a pension age (generally 65) was found to be the main difficulty.

As for suggestions on how to keep older workers in employment, the survey revealed that most firms recommended moving the employee to a more suitable job or paying him according to production. Other proposals in this field included a deferment under the pension plan, raising the compulsory retirement age, placing older workers on half shift or reduced hours, taking them out of seniority and finally, installing machinery to make the work lighter.

Some 94 per cent of the returns noted difficulties in the way of hiring older workers. Among such difficulties were listed the following: jobs available were too heavy or hard, too many older workers were already employed, older workers were too old to learn, and the existence of a pension plan. Other important difficulties were the existence of a health insurance or benefit plan, company policy, lower learning ability, younger workers worth more training because of longer prospective service, and the union contract provisions with regard to seniority, wages, and retirement conditions which militated against the hiring of older workers.

So far as making it easier to hire older persons, many of the replies suggested giving such workers preference on lighter and non-technical occupations and the hiring of an employee because of ability and not because of age alone. Several firms suggested decreasing wages. Other proposals were to revise the pension plan or not to place the worker on the plan; to split jobs in two; and to have a government pension at age 65.

Of the firms replying to the questionnaire, fewer than 20 per cent reported having a maximum age limit and those

that did stated that it was on account of the establishment of a pension plan or because of the heavy work involved in the plant's operation.

On the question of wages, those who noted that the wage provisions of their collective agreements prevented the employment of older workers at lower rates outnumbered by one-third those who did not. It was pointed out here that this particular question may not have applied to some firms who answered it, several concerns employing fewer than 50 persons, few of whom have collective agreements. Thirteen of the plants replying had at one time or another made surveys of absenteeism, labour turnover and production. These showed that younger workers were absent more often and that older workers were "steadier".

The average age of the workers in the plants covered by the survey was given as 37 years, those of office workers as 36·5. The article concluded by noting that older workers are still experiencing difficulty in obtaining employment and that the problem today is not improving.

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# WOMANPOWER

**The 4th instalment of "Womanpower, a Handbook of Source Material on Wage-Earning Women in Canada", soon to be published in booklet form**

## XVII—Canadian Law and Wage-Earning Women

Jurisdiction for legislative enactments in Canada is divided between the Federal Government and the ten provincial governments. Under the British North America Act, which in Canada is the highest basic constitutional enactment, the provinces have primary authority over questions concerning property and civil rights. The Federal Government has certain authority in these matters also, which is usually exercised in conjunction with or by assent of provincial governments. For instance, when the Employment and Social Insurance Act was passed by the Federal Government in 1935, its constitutional authority was challenged in the House of Commons and finally, following referral to the Privy Council of Great Britain, it was declared to be *ultra vires* of the Federal Parliament.

To overcome this difficulty, after consultation with the provinces, the Constitution was subsequently amended to give the federal authorities jurisdiction over unemployment insurance. In 1940, the Unemployment Insurance Act, having been previously submitted to the provinces for assent, was finally implemented as an exclusively federal measure.

There is now in effect in Canada an impressive number of statutes, passed by the provincial governments, that cover a wide range of subjects coming under the general headings of property and civil rights. These statutes are not uniform in all provinces, nor were they enacted at one and the same time. It might almost be said they emerged, or came into being, as the country developed; it must be remembered that there has been distinct variation in the rate and time of such development in the individual provinces.

Thus, some provincial legislatures provided for protection against exploitation of women and children in industry before other provinces have felt the need to do so, and have carried such provisions farther. Nevertheless, a study of legislative measures in effect in all provinces shows a certain uniformity of pattern.

This uniformity is not accidental; a well-drafted, well-conceived piece of legislation attracts such attention that it becomes the example or prototype for all other provinces. For instance, all provinces have enacted Apprenticeship and Factories Acts, in one form or other and at varying times. The same is true of other types of labour enactments, social welfare provisions, and measures designed to safeguard the rights of the individual and to uphold the prerogative of the province.

Most of the provincial enactments with which wage-earning women are most directly concerned may be classified as labour, social welfare, legal and educational. (For the purpose of a concise presentation of the most general of these, a list of typical statutes and the provinces in which they are in effect will be published in the booklet, *WOMANPOWER, a Handbook of Source Material on Wage-Earning Women in Canada.)*

To ensure proper working conditions and equitable hours of work, wages, etc., in Canada, various pieces of legislation governing the employment of women have been enacted throughout the years. As matters of this kind come within the scope of provincial jurisdiction, such enactments, for the most part, have been made by the different provincial governments. A recent publication of the Federal Department of Labour, *Provincial Labour Standards*, summarizes, by province, the regulations governing child labour, holidays, hours of work, minimum wages, weekly rest day, and workmen's compensation. These regulations, while applying to all workers, in many instances have special reference to conditions affecting employment for women.

## XVIII—Women are Persons

In the lobby of the Senate Chamber of the Parliament Buildings at Ottawa is a bronze plaque bearing the following inscription:—

THIS TABLET IS PLACED HERE BY THE CANADIAN FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS TO HONOUR

MRS. HENRIETTA MUIR EDWARDS, MACLEOD
MAGISTRATE EMILY F. MURPHY, EDMONTON
MRS. NELLIE L. MCCLUNG, EDMONTON
MRS. LOUISE C. MCKENNY, CLARESHOLM
HONOURABLE IRENE PARLBY, ALIX
ALL OF THE PROVINCE OF ALBERTA

TO FURTHER THE CAUSE OF WOMANKIND THESE FIVE OUTSTANDING PIONEER WOMEN CAUSED STEPS TO BE TAKEN RESULTING IN THE RECOGNITION BY THE PRIVY COUNCIL OF WOMEN AS PERSONS ELIGIBLE FOR APPOINTMENT TO THE SENATE OF CANADA THIS MOVEMENT WAS INAUGURATED BY MAGISTRATE EMILY F. MURPHY

There is a story behind this plaque. It concerns the five women named in the inscription and commemorates their faith in the belief that women should have equal rights with men in matters of government. Over a period of years these women steadily maintained their efforts to have women in Canada recognized as "persons" and the point at issue was the request, first made by the Federated Women's Institutes of Canada, that women be appointed to the Senate of Canada. To this request the Government's reply had been that women were not persons within the meaning of the British North America Act, and accordingly they could not qualify for such appointment.

In 1927, Mrs. Emily F. Murphy of Edmonton, the first woman magistrate to be appointed in the British Empire, inaugurated a plan of campaign to carry this matter to a completion. Magistrate Murphy had had her own first decision appealed on the ground that she was not a "person" according to the meaning of the word in the British North America Act and that, therefore, under the law she was not eligible to sit as a magistrate. Subsequently, this question of Magistrate Murphy's eligibility was referred to the Appeal Court of Alberta; that court decided that she was a "person".

Under Section 60 of the Supreme Court Act, Mrs. Murphy and her associates submitted to the Supreme Court of Canada the following question: "Is a woman a person within the meaning of Section 24 of the British North America Act?". The first decision rendered was that women were not "qualified persons". Whereupon, the five women decided to carry the matter to the final court of appeal for Canada at that time, the Judicial Committee of the Privy Council of the United Kingdom.

The Lord Chancellor of Great Britain recalled that on May 20, 1867, John Stuart Mill moved, in a committee of the same House of Commons that passed the British North America Act, an amendment to the

Representation of the People's Bill (an act to secure women's suffrage) that the word "man" be deleted and the word "person" be substituted therefor. The Lord Chancellor ruled accordingly that the term "persons" as used in the British North America Act must have been intended to include women.

This ruling removed the major obstacle to the appointment of women as senators. The decision was handed down on October 18, 1929, and in the same year, the first women senator, the Hon. Cairine W. Wilson, was appointed by the Right Hon. W. L. Mackenzie King, Prime Minister of Canada. In February 1935, the Right Hon. R. B. Bennett, who succeeded Mr. King as Prime Minister, appointed a second woman senator, the Hon. Iva C. Fallis.

In recognition of the services of the five Alberta women and after more than five years of representation by the Canadian Federation of Business and Professional Women's Clubs, the plaque was unveiled, appropriately enough, in the lobby of the Senate Chamber. Speaking at the unveiling on June 11, 1938, the Prime Minister, the Right Hon. W. L. Mackenzie King, said:—

> In centering public opinion upon women's eligibility for appointment to the Senate, the five Alberta women performed a task much larger than the specific one to which their immediate efforts were directed.
>
> They helped to raise in the most effective manner, the whole question of women's rights and responsibilities with respect to the conduct of public affairs. They did more than that; they helped to throw into bold relief the special gifts which it is within the power of women to bring to the organized life of the community and of the nation. Endowed with special powers of intuition and sympathy, a keen insight into human values and, in most cases, an abiding loyalty to cherished institutions and principles, woman possesses and has revealed in public as in private life, a quite exceptional capacity for sustained and unselfish service.

On May 19, 1953, the Prime Minister, the Right Hon. Louis St. Laurent, appointed two more women to the Senate, the Hon. Muriel McQueen Fergusson and the Hon. Marianna Beauchamp Jodoin. Canada's fifth woman senator, the Hon. Nancy Hodges, was appointed November 5, 1953.

## XIX—Women's Organizations in Canada

Today the interests and activities of Canadian women are widespread. This is evidenced by the large number of clubs and organizations to which Canadian women belong and which have come to exert such a considerable influence on Canadian life. There are the "purpose" clubs, those concerned with the economic and social well-being of women; the welfare groups; the church-centered groups who work through communities; the professional and educational organizations; the service clubs; the ones associated with the labour movements; and the cultural groups. All these are part of the Canadian scene and in considering Canadian women, their needs, rights and interests, these organizations must be borne in mind. Therefore, a list of women's groups, though necessarily less than all-inclusive, has been compiled as representative of a wide cross-section of women's work and life in Canada. (The list will be included in *WOMANPOWER, a Handbook of Source Material on Wage-Earning Women in Canada* when it is published in booklet form.)

## XX—Publications and Books of Reference

To determine the status of women in a nation, there must be a comprehensive knowledge of the history of the country, the nature of its economy and its basic laws and practices. In Canada such information on these subjects is obtainable through the publications of various departments of the federal and provincial governments.

Most of these publications are readily available for interested readers in all parts of Canada because "the Queen's Printer is required by law to furnish free of charge one copy of any government publication, not of a confidential nature, to designated classes of libraries in Canada, for preservation and educational purposes, so that all the public may have access to all government publications".*

Copies of most of the publications may be purchased at a moderate cost. Some are distributed, on request, free of charge. (A selected list of publications of federal government departments that will provide

**Canadian Government Publications*, Consolidated Catalogue, 1953.

much valuable reference material on wage-earning women in Canada will be included in *WOMANPOWER, a Handbook of Source Material on Wage-Earning Women in Canada.* While but few of the many publications which might be included in such a list are given, those selected cover subjects bearing directly and indirectly on matters of interest or concern to Canadian wage-earning women.)

# Fatal Industrial Accidents in Canada* during the First Quarter of 1954

**First-quarter fatalities were 93 fewer than those in last quarter of 1953, with 242 being recorded compared with 335 in October-December**

There were 242[1] industrial fatalities in Canada in the first quarter of 1954, according to the latest reports received by the Department of Labour. This marks a decrease of 93 fatalities from the previous quarter, in which 335 were recorded, including 11 in a supplementary list.

During the quarter under review, five accidents resulted in the deaths of three or more persons in each case. Two of them occurred on the same day, January 22. At Lac Casse, Que., 10 men employed at a large hydro development were killed when one of the cables supporting the platform on which they were working broke loose and plunged the men 80 feet to the bottom of a shaft. Near Dorval, Que., three men empoyed by a motor transport company lost their lives when the truck in which they were travelling was struck by a train at a level crossing.

On January 29, near Catfish, Que., three lumbermen died as the result of a highway collision. The accident occurred when the truck in which they were riding crashed into the rear of a stalled truck loaded with sawn lumber. In an accident at sea on February 9, three fishermen from Glace Bay, N.S., were drowned when their fishing vessel was swamped during a heavy storm. At Beaver Cove, B.C., three loggers lost their lives on March 8, when the truck carrying them back to their camp went out of control and struck an embankment.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

Grouped by industries, the largest number of fatalities, 47, was recorded in the mining industry. Of these, 25 were in metalliferous mining, 13 in non-metallic mining and nine in coal mining. In the previous three months 45 fatalities were listed in this industry, including 24 in metalliferous mining, 13 in non-metallic mining and eight in coal mining.

In manufacturing there were 42 industrial deaths during the quarter under review, 11 occurring in the wood products group, nine in the iron and steel group and six in each of the paper and transportation equipment groups. During the previous

*See Tables H-1 to H-5 at back of book.

[1]The number of industrial fatalities that occurred during the first quarter of 1954 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

three months 65 deaths were recorded, including 14 in iron and steel, 12 in wood products and eight in the food and beverages group.

Thirty-eight persons died as a result of accidents in the transportation industry during the first quarter of 1953. Of these, 18 were in steam railways and 14 in local and highway transportation. In the previous three-month period 47 fatalities were listed, of which 22 occurred in local and highway transportation, 11 in water transportation and 10 in steam railways.

There were 37 industrial fatalities in the construction industry during the quarter under review, of which 18 occurred in miscellaneous construction, 12 in buildings and structures and seven in highway and bridge construction. During the fourth quarter of 1953, 68 deaths were recorded, including 32 in buildings and structures and 18 in each of the highway and bridge and miscellaneous construction groups.

In the logging industry 34 fatalities were listed in the first quarter of 1954, compared with 37 in the previous three months. In the first quarter last year, 50 accidental deaths were recorded in this industry.

An analysis of the causes of the 242 fatalities that occurred during the quarter shows that 65 (27 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths was caused by falling trees or limbs (13), objects falling or flying in mines and quarries (12), and materials falling from stockpiles or loads (10). "Falls and slips" were responsible for 51 (21 per cent) of the total deaths during the period. These include 13 resulting from falls from scaffolds or stagings, seven from falls into shafts, pits, etc., and six from falls into rivers, lakes, etc. In the classification "collisions, derailments, wrecks, etc.," 46 deaths were recorded. Of these, 36 were the result of accidents involving automobiles or trucks.

By province of occurrence the largest number of fatalities was in Ontario, where there were 82. In Quebec, there were 52 and in British Columbia, 43.

During the quarter under review there were 86 fatalities in January, 77 in February and 79 in March.

## UMW Seeks to Add Seamen, Longshoremen to Its Ranks

The United Mine Workers of America (CIO) are apparently seeking to enroll seamen and longshoremen in Canada and the United States in its District 50, which represents non-mining industries.

Silby Barrett, Canadian Director of the UMW, announced in Toronto recently that a new marine division was being set up within the UMW's Canadian District 50. He also said he was increasing the staff of three Montreal locals of the UMW.

The UMW already represents about 1,000 seamen in Canada through an affiliated union, the National Maritime Federation, headed by Captain H. N. McMaster in Montreal.

Mr. Barrett's statement calls attention to certification proceedings now before the Ontario Labour Relations Board to decide whether the UMW or the Brotherhood of Railway and Steamship Clerks (AFL-TLC) will represent 103 dock workers, employees of the Eastern Canada Stevedoring Company of Toronto, for which the UMW is seeking certification.

The UMW claims it has signed up 90 members of the Brotherhood. On June 17, the Brotherhood and the company formally signed a collective agreement.

In the United States, John L. Lewis, International President of the UMW, announced at the end of May the formation of a United Marine Workers Division of the UMW's District 50, and said it would henceforth represent tugboat workers at eight Atlantic ports. The tugboat union is said to number about 9,000 workers. There are about 45,000 such marine crewmen on the coastal and inland waters of the United States and Canada.

Shortly before Mr. Lewis's announcement, New York Local 333 of the United Marine Division of the old International Longshoremen's Association voted to join the UMW as an affiliate of its District 50. Of the 3,942 ballots sent out by mail, 1,857 returned marked in favour and 419 against. More than 1,600 members of the local did not vote. The local now forms the nucleus of the UMW's new maritime division.

# Canadian Government and Worker Delegates Address ILO Conference

**Deputy Minister A. H. Brown, head of delegation, and Claude Jodoin, worker delegate, participate in debate on Director-General's report. Paul Ramadier, former Premier of France, chosen conference president**

"Universality is necessary to social justice which, in turn, is indispensible to peace," declared Paul Ramadier, former Premier of France, at the opening of the 37th annual conference of the International Labour Organization in Geneva, June 2. Mr. Ramadier was elected by acclamation President of the conference. More than 650 delegates and advisers from 66 of the 69 ILO member countries attended.

The conference, which was officially opened by Dr. A. M. Malik, Pakistan Minister of Labour and Chairman of the ILO Governing Body, was addressed by A. H. Brown, Deputy Minister of Labour and head of the Canadian delegation, and Claude Jodoin, Canadian worker delegate and a Vice-president of the Trades and Labour Congress of Canada.

Mr. Ramadier said very few countries in the world today have not decided to link their efforts and those of their people with the ILO.

"We are thus coming closer to our ideal objective, which is to bring all the peoples of the world together," he said.

On the subject of social justice, Mr. Ramadier said:—

> No reform, no advantage, secured by any worker can be regarded as permanent unless it is also enjoyed by all the other workers of the world.
>
> If some obtain what others still desire, competition on world markets endangers their achievement. The greater degree of productivity in some industries, distance, customs barriers and protective measures of all kinds may partition the world and impede the mass invasion of products obtained by more intense effort, smaller remuneration, lower standards of life.
>
> But these are feeble barriers; productivity may and should be raised even in the least-developed countries; competition becomes keener when output exceeds the resources of consumers.
>
> When the storm of economic depression shakes the capitalist economy, is there not a risk that social reform will be thrown overboard if it has not become so universal that it is made fast amid the stress of competition by the conscience of mankind?

In welcoming the return of the USSR to ILO membership, Mr. Ramadier said. "Religious, economic and political barriers do not separate us as completely as some exaggerated attitudes might lead us to believe. We co-exist, and co-existence in the same world at a given time creates in men a material solidarity which we cannot throw off in peace or war."

Mr. Ramadier paid tribute to the late Léon Jouhaux, French trade union leader who was the workers' vice-chairman of the ILO's Governing Body when he died in April this year. Similar tributes were made by employer and worker delegates and by ILO Director-General David A. Morse.

Before declaring the conference open, Dr. Malik reviewed the subjects to be discussed. He said that peace must be built "upon a foundation of understanding each other's views, an appreciation of each other's difficulties and sufferings, and efforts for the solution of these difficulties on a basis of mutual give and take.

"Material exploitation, economic exploitation and the exploitation of a situation by one nation or group against another are absolutely foreign to the principles upon which this organization has been built. We must keep the cold war outside our arena," he said.

## A. H. Brown

As head of the Canadian delegation at the Conference, Mr. Brown said the Director-General's review of economic and social conditions in his annual report helped Canadians to appraise their own problems in a broad international context.

"The adjustments," he said, "which have been taking place in Canada since the last quarter of 1953 result mainly from two developments. The first is the effect of the transition from a lengthy period of rapid expansion, during which strong inflationary forces were frequently present, to a stage where production and consumption are in better balance. The



**A. H. Brown**

Heads Canadian Delegation

second is the increased competition in both domestic and international trade following the return to a buyers' market." He continued:—

Canada is dependent for approximately 20 to 25 per cent of its gross national product on exports to other countries, and we are therefore much concerned with the maintenance of high levels of income and employment all over the world. We strongly support the views of the ILO in stressing the importance of maintaining a high level of demand in importing countries, as well as the importance of international co-operation in pursuing this desirable objective.

Canada has also taken an active part in the development of the General Agreement on Tariffs and Trade and the International Monetary Fund. It has supported the development of assistance programs to less economically developed countries through the Colombo Plan, the United Nations Technical Assistance Program and in other ways.

All this effort to lower tariff barriers and encourage the free movement of goods, although good business for a country so dependent on international trade, is nevertheless a policy that is not always easy for Canada to maintain, particularly in periods of stress in certain industries when employers lose business and workers lose jobs because of imports from other countries, said Mr. Brown, adding:—

The Canadian Government has felt that the short-run temptation to restrict the importation of goods should be resisted in the interests of a healthy and expanding world economy.

The economic readjustments which we have been experiencing in Canada have served to bring about a greater stability in consumer prices. This steady price level, combined with continuing increases in wages, has meant that we have enjoyed higher real incomes. On the other hand, these economic readjustments have brought an easing in manpower requirements which has caused some increase in unemployment. This increase in unemployment began to show up last winter, when we normally have a seasonal increase in unemployment due largely to our northern climate. The underlying factors responsible for the great expansion of economic activity in Canada are, however, still present. This gives us confidence that we shall move ahead without any serious economic difficulties.

Referring to the Director-General's emphasis on housing in his annual report, Mr. Brown said that in Canada we rely primarily on private initiative in the housing field although some projects are publicly initiated.

The policy of the Federal Government, he said, is to provide financial assistance to those who on their own initiative desire to improve their housing accommodation. Such government assistance takes the form of financial help and research on housing designs, construction techniques and materials.

"Since 1945," said Mr. Brown, "the number of families in Canada has increased by 700,000, while slightly more than 700,000 housing units have been built in the same period. This means that we have not yet caught up entirely with the accumulated backlog of housing requirements.

"We are not faced with an overwhelming problem in this regard, as we built more than 100,000 units in 1953 alone and almost as many in several other post-war years."

Mr. Brown outlined the work that more than 1,000 labour-management production committees in Canada are doing to strengthen the worker's sense of participation in the productive activity of his employment.

## Claude Jodoin

Mr. Jodoin, Canada's worker delegate at the Conference, stated he would like to say that the lot of the Canadian worker has improved since last year, "but that is not the case". Changes have occurred in the economy of Canada, he said, but they have not all been favourable to either the workers or the population in general. He continued:—

Our defence program is tending to stabilize and the prosperity we knew in the years immediately following the war is diminishing. Certain factors have prevented us from maintaining the high level of employment

and production. Among them I should mention the recovery of the European economy, the modernization of our railroad equipment, the poor sales of our wheat, the increase in production in many places where wages are extremely low compared to those of the Canadian workers, and the absence of even the most elementary protection of our sea trades, both our coast trade and our internal navigation.

These factors and certain others have brought about in the last few months the worst wave of unemployment that we have known for many years in Canada. More than half a million workers in Canada were without employment when this wave reached its maximum less than three months ago.

Mr. Jodoin said that about one million immigrants have been admitted to Canada since the war. Such a policy, he said, is "not logical" and "no country in the world can go very far on such a road without opening the way to severe difficulties of all sorts and without increasing still further the number of its unemployed.

"The trade union movement of Canada has unanimously called for less intense immigration and for greater attention to our economic and social situation. This unanimous request was finally heard by our Government recently; but there is no doubt that new restrictions will have to be imposed and that only skilled workers whom our industries really need can be admitted."

Mr. Jodoin continued:—

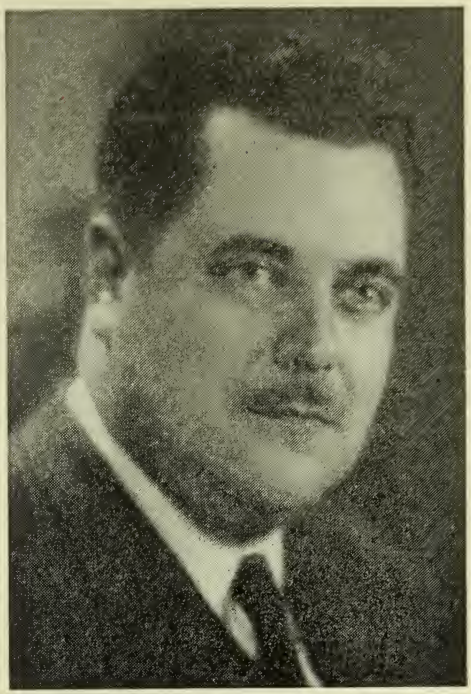
We Canadian workers understand perfectly well that according to many standards we are much better off than millions of our working brethern in many other countries. But we consider that their lot must be improved, not our conditions worsened.

It is because we think this that we do not approve the policy of our Government and employers regarding immigration and social security. We can hardly speak on social and economic policy, for the Government and the employers of my country have a policy of social security which is watered down; and therefore the workers suffer. For years past all Canadian trade unions have unanimously called for a social security program and a national health insurance program, but up until now we have obtained only timid measures such as unemployment insurance and old age pensions.

Concluding his address, Mr. Jodoin said: "I would just like to tell the world in general that I have no hesitation in saying that Canadian workers do not subscribe to all the aspects of the policy of our Government regarding economic and social matters."

## Other Speakers

K. P. Mookerjee, Minister of Labour of West Bengal, and Indian Government delegate, said "a silent revolution by consent" was under way in India. He said that the



**Claude Jodoin**
Canada's Worker Delegate

peoples' participation was being secured in transforming the country's rural economy.

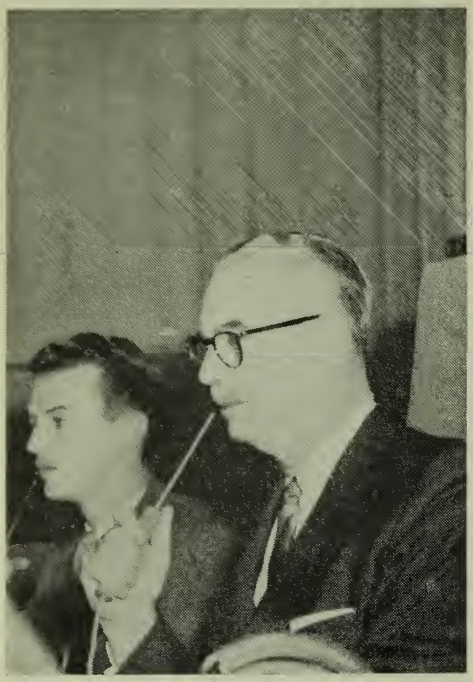
"The land gift movement which seeks to persuade owners of big estates to make free gifts of land to the actual cultivators is daily growing in momentum. Different social forces which are now operating on the rural scene in India have the promise of transforming life in the countryside and in this process the maximum use is being made of the initiative and enthusiasm of the local population," he said.

Nikolai I. Rogovsky, Chief of the Labour Department of the Planning Commission of the Soviet Union, told the delegates his Government considered "that in spite of the existing divergencies in the social makeup of the countries which are members of the ILO there is a possibility of reaching the necessary mutual understanding based on co-operation."

It is to be hoped, he said, that the ILO "will devote its activities towards relaxation of international tension, to limiting armaments, and thus improve the condition of the working masses".

Mr. Rogovsky criticized the Director-General's report for glossing over "the difficulties of the oncoming crisis in the capitalistic countries".

William L. McGrath, United States employer delegate, said he thought the



*—photo by J. Cadoux, Geneva*

**Harry Taylor, Canada's employer delegate, presiding at one of the plenary sessions of the 37th International Labour Conference. He was elected one of the three conference vice-presidents. Seated beside him is the Clerk of the Conference.**

ILO could accomplish "far more by the interchange of ideas than by passing Conventions".

"Progress in the standard of living," he said, "arises primarily from better employer-employee relations, better production methods, better marketing methods, better utilization of new techniques, and above all, a fuller development of human understanding. None of these objectives can be achieved by legislation. Only when free men of labour and management aggressively support the principles of a free economy can we move forward to a bright future for everyone."

Sir William Bodkin, New Zealand Minister of Social Security, declared that unless the underdeveloped countries are aided, the position of the world "will become progressively worse and will constitute a serious threat to world peace".

He said his country held the opinion that the best way to help the underdeveloped countries was to assist them to help themselves.

### Steering Committee

In a plenary session the conference amended its standing orders to increase the size of its Steering Committee to 20 governments, ten workers and ten employers. The Steering Committee was formerly composed of 16 governments, eight workers and eight employers.

The new members are Australia, the Federal Republic of Germany, Japan and the Soviet Union.

## Resolution on Shorter Hours Unanimously Approved

The general conference of the International Labour Organization gave unanimous approval to a resolution suggesting that the ILO initiate measures with a view to a possible reduction of working hours where desirable or practicable.

The resolution invited the ILO Governing Body to consider instructing Director-General David A. Morse to prepare a report on working hours and, in the light of this report, to consider what further action might be taken.

Adoption of the resolution was recommended to the Conference by the Resolutions Committee, one of the vice-chairmen of which was Claude Jodoin, Canadian worker delegate. The Resolutions Committee was set up at the fifth sitting of the conference and consisted of 48 members representing governments, employers and workers.

Pointing out that one of the principal aims of the ILO is the establishment of a maximum working day and week, and that the reduction of working hours in many branches of industry in various countries during the last 20 years has in many cases contributed to social progress, the resolution suggested that a general solution to this problem must be sought at the international as well as the national level; in view of its possible repercussions on the external trade policy of the various countries.

### Governing Body

The Conference elected a new Governing Body for a term of three years.

The Governing Body is composed of 20 government members, ten employer representatives, and ten worker representatives. Of the 20 government seats, ten are allotted to countries of chief industrial importance and are non-elective. The other ten are filled by election.

The ten elective government seats went to Argentina, Australia, Burma, Columbia, Cuba, Egypt, The Netherlands, Norway, Turkey and Uruguay.

The ten members chosen by the employer delegates are from France, India, Italy, Pakistan, Sweden, Union of South Africa, United Kingdom, United States, Uruguay and Venezuela.

The ten members elected by the workers are from Australia, Brazil, Cuba, Denmark, Federal Republic of Germany, France, India, Pakistan, United Kingdom and the United States.

### Canadian Participation

Harry Taylor, Manager of Industrial Relations of Union Carbide of Canada Limited and the employer representative with the Canadian delegation, was elected one of the three vice-presidents of the conference.

The Canadian delegates participated in the discussions of the following committees: resolutions, vocational rehabilitation, migrant workers, penal sanctions, and holidays with pay.

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## ILO Submits 8th Annual Report to United Nations

Increasing effectiveness in efforts to boost industrial productivity in underdeveloped countries is described by the International Labour Organization in its eighth annual report to the United Nations. The report also cites major developments during the past year by the ILO in the fields of workers' housing, forced labour and agricultural labour. The report, the eighth of a series commenced in 1947 under the terms of a 1946 UN-ILO agreement, is scheduled for discussion this summer by the 18th session of the Economic and Social Council of the UN in Geneva.

In addition, continued progress has been made in the field of freedom of association, the report notes. By the end of March 1954, a freedom of association committee, established in November 1951, had completed a preliminary examination of 83 cases of complaints of violations of trade union rights and was holding 13 additional cases under consideration. Of the total, three cases "have been regarded as calling for further examination," the report states.

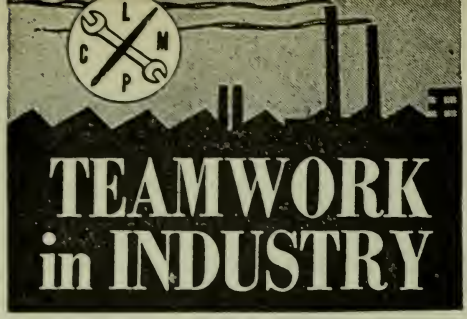
Referring specifically to productivity, the report states that activities in 1953 and early 1954 were directed towards showing how more can be produced by the same number of workers through efficient organization, methods of work and use of equipment with emphasis upon techniques that require little or no new capital investment. ILO experts also attempt to demonstrate that the use of such techniques will produce better working conditions and that no "retrenchment or unemployment" will result from increased output.

ILO committees have studied productivity in coal mines and the construction industry and a major report on increased output in manufacturing will be published soon.

Adequate housing for workers and the need to tackle the housing problem promptly received the major emphasis in the annual report of ILO Director-General, David Morse, this year. The ILO, which cannot offer financial aid to meet housing needs, seeks mainly to acquaint governments with the problems connected with housing. Working with the UN, the organization has been able to offer assistance in the field of housing and town and country planning.

With reference to forced labour, the report notes that the governing body of the ILO has supported the UN-ILO *ad hoc* committee on forced labour which recommended that governments maintaining such labour of a political nature re-examine their practices.

In the past year, the ILO has placed emphasis, in its program to combat underemployment, on agricultural labour. It has aimed much of its technical assistance activity at providing slack season occupations for farm workers.




## Good Record Prompts Formation of 2nd LMPC

**Victoria, B.C.**—The good work of the Labour-Management Co-operation Committee in the Roofing Plant Division of the Sidney Roofing and Paper Company has resulted in the formation of a second committee in the Paper Mill Division. The high degree of satisfaction found in joint consultation was expressed by Personnel Manager H. C. Langton when he said: "Our labour-management co-operation committee is now going into its third year of operation and without a doubt has proven itself far and beyond expectations."

Formed in 1952 when labour, represented by Local 367 of the International Brotherhood of Papermakers, and management agreed on this form of co-operation, the committee has rolled along in high gear ever since. To date, the LMCC has handled 120 different items. Twenty suggestions have been processed under the recently inaugurated Suggestion Award Plan, and four awards made.

The LMCC has carried on an active campaign to reduce accidents and improve safety. The result has been (to the end of April) a period of 90,000 accident-free man-hours. One feature of this campaign has been the effective use of bulletin boards to display different phases of the committee's work, and especially safety posters.

## LMPC Reduces Assembly Time on Two Jobs

**Woodstock, Ont.**—In the process of manufacturing an item of equipment essential in log-loading operations—The Timber Tosser Log Loader—Timberland Machines, Limited, Woodstock, Ontario, found that production costs for a part of the machine were increasing constantly.

(The Timber Tosser is an ingenious machine used in loading logs from ground piles onto trucks and other conveyances.)

Management, concerned by the costs involved in producing the "A-Frame" portion of the Timber Tosser, approached the Labour-Management Production Committee seeking a solution to its problem. Investigation by LMPC members disclosed that it was taking five and three-quarter man-hours to weld and assemble each "A-Frame".

Through careful study and the co-operation of all persons concerned, the time factor was reduced to the point where the "A-Frame" is now being completely manufactured in three and a half man hours.

In the course of the study of the "A-Frame" problem, one employee contributed a suggestion for reducing by 30 per cent the time required for assembling a winch, also a part of the Timber Tosser.

Needless to say, both management and labour were proud of these accomplishments, the former gaining on its production and the latter in prestige and the satisfaction of seeing a job well done.

Of course, the work of the LMPC at Timberland Machines, Limited, has not stopped there; diligently, co-operatively, it is striving continually to reduce time required for the production of all equipment manufactured by the Company—working hard to meet a busy schedule on time and keep their customers satisfied.

Labour members of the LMPC at Timberland Machines, Limited, have as their bargaining agency Local 246, International Moulders and Foundry Workers Union of North America (AFL-TLC).

## The Key to Improved Employee Morale

**Montreal, Que.**—The key to improved employee morale lies in the day-to-day relations between supervisors and staffs, Dr. Nathaniel Cantor recently told the 8th annual conference of the Canadian Industrial Trainers' Association.

Dr. Cantor, Chairman of the Department of Sociology and Anthropology, University of Buffalo, said that unless supervisors appreciate the feelings and sentiments and needs of their fellow human beings, they cannot do their jobs successfully.

"Unless supervisors modify their own attitudes through their own creative effort, they cannot help others to become more effective and, hence, more efficient employees," he said.

Establishment of Labour-Management Production Committees (LMPC's) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during May. The Board issued eight certificates designating bargaining agents and ordered one representation vote. During the month, the Board received four applications for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

### Applications for Certification Granted

1. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed by the New York Central Railroad, lessee, on the Canadian lines of the Michigan Central Railroad Company (L.G., April, p. 547.)

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed on lines east of Detroit in the Buffalo Division of the Wabash Railroad Company (L.G., June, p. 814).

3. Local 4159, United Steelworkers of America (CIO-CCL), on behalf of a unit of hotel, restaurant and bakery employees employed at Gander Airport, Newfoundland, by Commercial Caterers Limited (L.G., May, p. 669).

4. National Association of Broadcast Employees and Technicians (CIO-CCL), on behalf of a unit of employees of Radio Station CKCV Limited, Quebec (L.G., May, p. 669).

5. National Association of Broadcast Employees and Technicians (CIO-CCL), on behalf of a unit of employees of Radio Station CHRC Limited, Quebec (L.G., May, p. 669).

6. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 180 (AFL-TLC), on behalf of a unit of employees of Saanich Plumb- and Heating, Whitehorse, Y.T. (L.G., May, p. 669).

7. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel employed by West Coast Tug & Barge Co. Ltd., Vancouver (L.G., June, p. 814).

8. Seafarers' International Union of North America, Canadian District (AFL-TLC), on behalf of a unit of unlicensed personnel employed by United Tanker and Barge Ltd., Vancouver, B.C. (L.G., June, p. 814).

### Representation Vote Ordered

Brotherhood of Railroad Trainmen, applicant, and Dominion Atlantic Railway Company, Kentville, N.S., respondent (L.G., June, p. 814) (conductors) (Returning Officer: D. T. Cochrane).

### Applications for Certification Received

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC), on behalf of a unit of employees of Canadian Pacific Express Company, Toronto (Investigating Officer: F. J. Ainsborough).

2. Canadian Merchant Service Guild, Inc. (TLC), on behalf of a unit of deck officers of Transit Tankers and Terminals Limited, Montreal (Investigating Officer: R. Trépanier).

3. International Union of Operating Engineers, Local 115 (AFL), on behalf of a unit of employees of Dutton Mannix Ltd., Whitehorse, Y.T. (Investigating Officer: G. R. Currie).

4. Seafarers' International Union of North America, Canadian District (AFL-TLC), on behalf of a unit of unlicensed personnel of Anticosti Shipping Ltd., Montreal (Investigating Officer: C. E. Poirier).

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# Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During May the Minister appointed conciliation officers to deal with the following disputes:—

1. Gatineau Bus Company Limited, Hull, Que., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591 (Conciliation Officer: R. Trépanier).

2. Grand Trunk Pacific Development Company Limited, Prince Rupert Drydock and Shipyard (Canadian National Railways) and United Brotherhood of Carpenters and Joiners of America, Local 1735; International Brotherhood of Electrical Workers, Local 344; United Association of Journeymen, Plumbers and Steamfitters, Local 180; and International Union of Operating Engineers, Local 510 (Conciliation Officer: G. R. Currie).

3. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: F. J. Ainsborough).

4. Canadian Pacific Railway Company (sleeping car department) and Order of Railway Conductors of America (Conciliation Officer: R. Trépanier).

5. Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough).

6. Grand Trunk Pacific Development Company Limited, Prince Rupert Drydock and Shipyard (Canadian National Railways) and Marine Workers and Boilermakers' Industrial Union of Canada, Local No. 2 (Conciliation Officer: G. R. Currie).

7. Canadian National Railways, Western Region, and Brotherhood of Locomotive Engineers (Conciliation Officer: R. H. Hooper).

## Settlements Reported by Conciliation Officers

1. Newfoundland Employers' Association Limited (steamship labour), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., June, 1954, p. 816).

2. Newfoundland Employers' Association Limited (coal and salt cargoes), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., June, p. 815).

3. Newfoundland Coal Company Limited (mechanical operations), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., June, p. 815).

4. Union Steamships Limited, Vancouver, and Canadian Communications Association (Conciliation Officer: G. R. Currie) (L.G., May, p. 669).

5. Canadian National Railways, Western Region, and Brotherhood of Locomotive Engineers (Conciliation Officer: R. H. Hooper) (See above).

## Conciliation Boards Appointed

1. Canadian Overseas Telecommunication Corporation (clerical employees), Montreal, and Local 272, Overseas Communication Union (L.G., June, p. 816). The Board had not been fully constituted at the end of the month.

2. Polymer Corporation Limited, Sarnia, and United Gas, Coke and Chemical Workers, Local 14 (L.G., June, p. 816). The Board had not been fully constituted at the end of the month.

## Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in April to deal with matters in dispute between the Canadian National Railways (Atlantic, including Newfoundland District, Central and Western Regions), and Brotherhood of Locomotive Firemen and Enginemen (L.G., May, p. 669) was fully constituted in May, with the appointment of the Hon. Mr. Justice Ralph Maybank, Winnipeg, Man., as Chairman. Mr. Justice Maybank was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and Hon. A. W. Roebuck, QC, Toronto, who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in April to deal with matters in dispute between the Patricia Transportation Company Limited, Winnipeg, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., March, p. 410), was fully constituted in May with the appointment of E. V. Caton, Winnipeg, as Chairman. Mr. Caton was appointed by the Minister on a joint recommendation from the other two members, Charles H. Attwood and Leon Mitchell, both of Winnipeg, who were previously appointed on the nomination of the company and union respectively.

In January, the Minister established a Board of Conciliation and Investigation to deal with a dispute between the Railway Association of Canada (extra gang employees) and the Brotherhood of Maintenance of Way Employees (L.G., March, p. 411). This dispute involved wages only.

Another dispute arising out of the same collective agreement, but not including the wage clause which had an earlier opening date (L.G., June, p. 816) was referred in May to the Board of Conciliation already established.

## Conciliation Board Reports Received

1. Ottawa Transportation Commission and Division 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., April, p. 548). The text of the report is reproduced below.

2. Eldorado Mining and Refining Limited (Beaverlodge Operation) and Beaverlodge District, Mine, Mill and Smelter Workers, Local 193, International Union of Mine, Mill and Smelter Workers (L.G., June, p. 816). The text of the report is reproduced below.

3. Oshawa Railway Company (Canadian National Railways), and Division 1255, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., March, p. 411). The text of the Board's report is reproduced below.

## Settlement Following Board Report

Ottawa Transportation Commission and Division 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (see above).

## Strike Following Board Procedure

Oshawa Railway Company (Canadian National Railways) and Division 1255, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (see above).

# Report of Board in Dispute between

## Ottawa Transportation Commission
## *and*
## Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America

Hon. Milton F. Gregg, VC
Minister of Labour
Parliament Buildings
Ottawa, Ontario

**Majority Award of His Honour Judge J. C. Reynolds and James H. Stitt**

Dear Sir:

The existing collective agreement between the parties was entered into on February 11, 1953, and was effective from January 1, 1953, to December 31, 1954. It provided, however, that: "Nothing in this agreement shall be construed to prevent a revision of wage rates set out in Schedule B in relation to wages to be paid during the year 1954." Pursuant to this provision the employees on October 30, 1953, forwarded to the Commission the following request:—

In accordance with Section 5 of our collective agreement dated February 11, 1953, this Union Division 279 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, does require that Schedule "B" of our agreement be revised in such a manner:

(a) To increase all hourly rated employees (loaders, fare collectors excepted), rates of pay of 20 cents per hour and an equivalent raise for all salaried employees within the bargaining unit.

(b) To increase loaders, fare collectors rates of pay by 31 cents per hour, re-establishing the pay rates of loaders to the pay level of first class operators.

(c) To complete the intent of establishing the 44-hour week we would request that Section 15—overtime—be revised to read as follows:

(1) In the case of car and bus operators for platform time worked in excess of eight hours per day or 44 hours per week.

(2) All other employees for time worked in excess of eight hours per day or 44 hours per week.

To speed negotiations I would appeal to the Commission and the Management to meet the Union's negotiation committee at their earliest opportunity so as to eliminate lengthy negotiations and the necessity of the Commission making retroactive payments.

The negotiating committee of this Union stand ready to meet the representatives of the Commission.

Several meetings between the representatives of the employees and the officials of the Commission ensued and, no agreement having been effected, conciliation proceedings were in due course instituted, resulting in the appointment of this Board.

On May 13, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and the Ottawa Transportation Commission.

The Board was under the Chairmanship of His Honour Judge J. C. Reynolds, Kingston, Ont., who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the Commission was V. C. McClenaghan, QC; the union nominee was James H. Stitt, both of Ottawa.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Stitt. The minority report was submitted by Mr. McClenaghan.

The texts of the majority and minority reports are reproduced below.

The employees' demand for an increase in rates retroactive to January 1, 1953, is as follows:—

1. 20 cents per hour for all hourly rated employees.
2. 31 cents per hour for loaders (fare collectors) in order to re-establish their pay to that of a first-class operator.
3. An equivalent increase to all salaried employees in the bargaining unit computed on the basis of that allowed to hourly rated employees working a 44-hour week, 52 weeks per year.

The reasons advanced by Counsel for the employees for a wage increase are:—

1. Wages paid to members of this Division are lower than those paid to persons performing identical duties in transportation systems in comparable municipalities.
2. Wages paid to members of this Division have not increased in proportion to increases enjoyed by other municipal employees and in particular policemen and firemen.
3. Wages paid to members of this Division have not increased in the same proportion as the increases enjoyed by the population of Ottawa generally.

4. Members of this Division, by reason of the refusal of the Commission to increase wages, have not shared as all other wage earners in the increased productivity and prosperity of the country as a whole.

5. Earnings of members of this Division do not provide enough to maintain an adequate standard of living.

*Re 1.* Wages paid to members of this Division are lower than those paid to persons performing identical duties in transportation systems in comparable municipalities.

J. Lorne MacDougall, Prof. of Economics at Queen's University, was called as a witness by Mr. Mirsky in order to establish that the earnings of the Commission were ample to allow a substantial increase in wages. Prof. MacDougall contended that the provision for depreciation by the Commission is greatly in excess of the average for the industry. He stated: "It can therefore be stated without qualification that the depreciation provided by the OTC is not only heavy, it is, proportionately to the size of the operation, one of the heaviest in all Canada." He further stated the methods adopted by the Commission in charging depreciation, and concluded that "the Commission is charging depreciation as if it stood upon the edge of disaster, and therefore upon the surface its income seems very poor, but in fact it is doing very well indeed".

Mr. Beament cross-examined Prof. MacDougall as to the bases for his conclusions, and obtained the admission that Prof. MacDougall had had no opportunity to examine the methods used by the Commission in determining the estimated life of the assets entering into the depreciation account. Mr. Beament, however, advised the Board that he did not intend to offer any evidence in reply to Prof. MacDougall for the reason that the Commission was not pleading inability to pay an increased wage. It was submitted by Mr. Beament that the Commission's policy was that their employees should receive a fair wage. In the light of Prof. MacDougall's testimony we concur in the observations made by Mr. McClenaghan in his minority report that the question of methods of depreciation should be examined by the Commission at an early date.

During the hearing the Chairman made the following proposal as a basis of settlement, namely: (1) Increased wage rates of 5 cents per hour retroactive to January 1, 1954, and to be effective until December 31, 1955; (2) That there be no change in the present work-week of 44 hours.

Mr. Beament, acting for the Commission, advised the Board that, although it was the view of the Commission that the present wage rates are at a satisfactory and proper level, the Commission was prepared, for the sake of bringing this dispute to a finality, to accept the above mentioned proposal. The union, represented by Mr. Mirsky, advised the Board that the proposal was not satisfactory to the employees, and that the employees were prepared to settle the wage question on the following basis: "The Division will accept a 7¢ per hour increase retroactive to January 1, 1954 and expiring December 31, 1954. In the alternative the Division will accept a 5¢ per hour increase retroactive to January 1, 1954, and expiring December 31, 1954, and a 10¢ per hour increase commencing January 1, 1955, and expiring December 31, 1955, on a two year contract. In both of these alternatives the 44-hour work-week is to continue."

Since the Commission did not plead inability to pay a fair weekly wage the Board has examined the wage rates paid in similar transportation units throughout the Province of Ontario, and we believe that the most comparable units are those in the London, Ont., and Hamilton, Ont., street railway systems. We have also considered the fact that the employees in the London system work a 48-hour week whilst the employees in Hamilton work a 44-hour week, and we have considered the take home pay in both of these cases. The following table illustrates the hourly rates, the hours worked and the take home pay per week in these three systems for bus and tram operators, whose rates of pay appeared to be accepted by both parties as the basis for discussion of the wage issue.

| | Rate per hour | Hours worked per week | Weekly take home pay |
|---|---|---|---|
| Ottawa | $1.38 | 44 | $60.72 |
| Hamilton | 1.57 | 40 | 62.80 |
| London | 1.39 | 48 | 66.72 |

In view of the foregoing the Board recommends that a two-year contract covering the calendar years 1954 and 1955 be entered into between the Commission and the bargaining units at the following rates of pay: For operators 5¢ per hour increase retroactive to January 1, 1954, and continuing throughout that year, and 2¢ additional through 1955; that is, 7¢ per hour increase over the present rate paid, to

commence January 1, 1955, and continue until December 31, 1955. In the result the operators' rate is raised from $1.38 per hour to $1.43 per hour for the year 1954 and to $1.45 per hour for the year 1955. All other employees in the bargaining unit should receive a proportionate increase. We further recommend that there be no change in the present work-week of 44 hours.

The Board is pleased to observe the good relationship existing between the Commission and its employees, and strongly recommends that they both endeavour to accept these recommendations as a solution of the present dispute.

All of which is respectfully submitted.

Dated this 11th day of May 1954.

*(Sgd.)* J. C. Reynolds,
*Chairman.*

*(Sgd.)* James H. Stitt,
*Member.*

**Minority Report of V. S. McClenaghan**

The submission of the Commission to this Board of Conciliation made it quite clear that the Commission could pay and wished to pay a fair wage.

During the course of the proceedings, His Honour Judge Reynolds made a proposal which appeared satisfactory to the Commission. The proposal was not satisfactory to the union, which made a counter-proposal providing for the increase set forth in Mr. Mirsky's letter, referred to in the Majority Report.

The chief submission of the Commission is that it had dealt fairly with its employees and no increase was justified at the present time. I was especially impressed with the evidence shown "Passengers Carried and Revenue January-December 1952-3" and "January-March 1953-4". The decrease in passengers carried in 1953 as compared with 1952 was 5·17 per cent. The decrease in revenue in this period was 4·91 per cent, amounting to $238,304.55. This sum is almost the equivalent of the extra wage bill over the two-year period 1954-55 involved in the Majority Report. Admittedly, this fact in itself would not support the refusal of a fair increase if other evidence indicated strongly that such increase was justified. However, the first three months of this year reflect a similar trend of reduced revenue and number of passengers carried. Mr. Gill was fair in this regard as he drew attention to the mild weather conditions, but other serious factors remain which he emphasized; that is, the fact of the 5-day week which produces the equivalent of two Sundays a week, as far as the Ottawa Transportation Commission is concerned, and the shortened lunch hour of the Civil Service (45 minutes) which compels many who previously went home for lunch to remain down town.

The present weekly wage compares favourably with the average weekly wage in this area and taking a period 1943 to 1953 shows a percentage increase which compares favourably with such places as Hamilton, Windsor, and Oshawa.

The evidence submitted pointed to a settling down of our national economy and this is a factor worthy of consideration.

With reference to the evidence of Prof. MacDougall on the question of the amount set aside by the Commission for depreciation, I fail to see how any change in this connection can be made by the Commission at the present time for the purpose of providing for this increased wage claim. The amount charged is based upon the findings in detail of experts in this kind of work. It may be the matter should be reviewed in the near future, but it is very doubtful if any change of importance would be made in view of the replacement of equipment and the extension of transportation facilities presently required.

For the above set forth reasons I beg to report that in my opinion the wages paid by the Commission are fair and no change is justified at the present time.

All of this is respectfully submitted.

Dated at Ottawa this 10th day of May 1954

*(Sgd.)* V. S. McClenaghan.
*Member.*

## U.S. Railroad Payrolls in 1953 Total $5,326 Million

Railroad payrolls on United States lines in 1953 aggregated $5,326 million, about the same as the two preceding years, it is reported in a review of railway operations in 1953 published by the Association of American Railroads.

The 1953 payroll was paid to an average of 1,206,000 employees, 20,000 fewer than in 1952 and 70,000 fewer than in 1951.

Annual earnings averaged $4,415 per employee in 1953, 1·4 per cent greater than the 1952 average of $4,352. The 1953 average was 62 per cent higher than the 1944 wartime peak of $2,726 and nearly two and one-third times the pre-war average of $1,913 in 1940.

# Report of Board in Dispute between

## Eldorado Mining and Refining Limited
## *and*
## International Union of Mine, Mill and Smelter Workers

The Minister of Labour
Confederation Building
Ottawa, Ontario

Pursuant to arrangements made in accordance with the provisions of Section 32(3) of the Industrial Relations and Disputes Investigation Act, Monday the 17th day of May and Uranium, Saskatchewan, were fixed as the date and place of the sittings of the Conciliation Board.

On arrival at the airport at Beaverlodge, the members of the board were met by the representatives of the Company and of the Union. It was then found that there was no suitable place for the sittings of the board in Uranium and by mutual agreement it was arranged to hold the sittings in the Staff House Lounge at Eldorado.

The company was represented by Mr. R. E. Barrett, Manager of the Beaverlodge operation of the company, Mr. R. J. Henry, the Vice-President of the company, and Messrs. W. M. Gilchrist, R. W. Mancantelli, R. E. Hamilton and K. O. Weldon. The Union was represented by Mr. William Longridge, Executive Secretary, Canadian Mine, Mill & Smelter Workers, Michael Ellis, International representative of the Union and Chairman of the Negotiating Committee, and Mr. Martin Walsh, International representative of the Union, and Messrs. Gordon H. Buckley, Arthur Draper, Robert Lofgren, Mike Olynick, Robert Dompe, also Miss Jean McAskill. A number of other employees sat in from time to time on the proceedings.

The representatives of the Union filed a formal submission which was filed as Exhibit U1. They also filed a folder of exhibits which was filed as Exhibit U2. Mr. Longridge then proceeded to read, explain and discuss the submission so presented and filed. In the course of doing this, he was questioned from time to time by members of the board and by representatives of the company.

Following presentation of the Union's case, a formal brief was filed by the representatives of the company as Exhibit C1, and Mr. Barrett proceeded to read, explain and discuss the submissions so presented and filed. In support of this brief, Mr. Barrett filed a work sheet which had been used as the basis of the payroll statistics discussed by him. This was filed as Exhibit C2. Full opportunity was given to each side to make any representation and to submit any arguments they might wish to advance. Fortunately it was not necessary to subpeona any witnesses.

During the course of these discussions, it was found that the parties were in agreement on a number of points, and there was a fair possibility of reaching an agreement on certain other points. At the close of the hearings in the afternoon of May 18, it was decided to adjourn until 2.00 p.m. on Wednesday, the 19th instant, to enable the members of the board to consider more fully the representations made to it, and to enable the representatives of the union and the company to do likewise, and prepare such further submissions as they might care to submit.

At the adjourned meeting on May 19, it was found that considerable progress had been made by the parties. The company's

On May 25, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between Beaverlodge District Mine, Mill and Smelter Workers, Local 913, International Union of Mine, Mill and Smelter Workers, and the Eldorado Mining and Refining Limited (Beaverlodge Operation), Uranium, Sask.

The Board was under the Chairmanship of the Hon. Mr. Justice H. F. Thomson, Regina, Sask., who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. The nominee of the company was P. N. Pitcher, Yellowknife, NWT; the union nominee was Leo Nimsick, MLA, Kimberley, B.C.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Nimsick. The minority report, which differed on only one recommendation, was submitted by Mr. Pitcher.

The texts of the majority and minority reports are reproduced below.

representatives had listed the matters which had been considered into three groups, namely:—

GROUP I

*Issues Agreed Already*

Article 2—Jurisdiction
Article 4—Recognition
Article 5—No discrimination
Article 7—Term of Agreement
Article 15—Hours of Work and Overtime
Article 17—Safety Committee
Article 18—Leave of Absence for Union Representatives
Article 19—Mailing Addresses

GROUP II

*Issues in Wide Disagreement*

Article 3—Security
Article 13—Statutory Holidays
Article 14—Bulletin Boards and Union Meetings
Article 20—Shift Differentials
Article 21—Wages
Article 22—Mines' Contract Committee
Article 24—Union Security
Article 25—Maintenance of Existing Benefits
Article 26—Retroactivity

GROUP III

*Issues we might resolve here*

Article 1—Preamble
Article 6—Management Rights
Article 8—Grievances
Article 9—Arbitration
Article 10—No cessation of work
Article 12—Vacations with pay
Article 16—Strike Action
Article 23—Reporting Time
Article 11—Promotions, Transfers, Lay-offs and Rehiring.

NOTE: The articles referred to above are the articles contained in the draft agreement which is Exhibit "C" in the folder of exhibits filed by the union as Exhibit U2.

The company's representatives had prepared a draft of the clauses mentioned in their Group I, which had in effect been agreed upon, and also a draft of the clauses mentioned in Group III, which they were prepared to accept. It was arranged that the members of the board and the representatives of the company should retire to enable the representatives of the Union to consider these drafts.

Upon the return of the members of the board and the representatives of the company to the meeting, it was found that the Union was prepared to accept the wording of all of the clauses contained in the company's draft of the clauses included in Group I, but pointed out that the address to which notices should be given to the Union under Article 19 should be amended to read:—

> Beaverlodge District Mine, Mill & Smelter Workers, Local 913, of the International Union of Mine, Mill & Smelter Workers, Box 35, Uranium, Saskatchewan.

This was agreed to.

The Union representatives then stated they would accept all of the clauses included in the Company's draft of the articles listed in Group III, with certain amendments. The suggested amendments were then considered and agreed to by the Company's representatives. The following are the amendments agreed to, namely:—

*Article 6—Management Rights*

It was agreed to delete the words "and to be the judge of the qualifications of employees" wherever the same occur in this article. Otherwise the article was to stand as drafted by the company.

*Article 8—Adjustment of complaints and grievance procedure*

It was agreed:—

(a) That clause 5 be deleted.

(b) That clause 8 be deleted and the following substituted therefor:

"Time lost by Union Stewards in investigating disputes will be paid for by the company, but the time to be paid for under this section shall be limited to twenty-five hours per month".

Otherwise the article was to stand as drafted by the company.

*Article 11—Promotions, Lay-offs, Transfers and Special Hiring*

It was agreed that this article should be entirely deleted and that Article 12 —"Promotions, Transfers, Lay-offs and Re-hiring", as set out in the Collective Bargaining Agreement between Giant Yellowknife Gold Mines Ltd. and Yellowknife District Miners Union, Local 802, International Union of Mine, Mill & Smelter Workers, of 31st March, A.D. 1953, should apply with the following modification: that Clause "H" thereof should be deleted.

The matters listed in Group II in Exhibit C3 were then considered, but it was found impossible to reach any agreement on the matters included therein. After some further consideration it was decided that the Board should adjourn and proceed to Edmonton to there consider what should be recommended in regard to these matters, and to prepare their report.

On arrival at Edmonton, the Board continued their deliberations, and while they were able to reach an agreement on some of the said matters, they were not able to reach an agreement in regard to all of them.

*Article 3—Security*

This article has to do with the maintenance of adequate security measures on the properties of the company. The board has now been able to consider the relevant provisions of the Atomic Energy Control Act, 1946, the regulations made under the said Act, and the order designating the premises of the company as "a protected place" under the said Act and regulations. It is quite clear from the terms of the said designating order that the company has in fact been made responsible for the maintenance of adequate security measures for the work carried out by it. Under these circumstances, this article should be inserted in the agreement in order to make this fact clear and avoid misunderstanding.

*Article 13—Statutory Holidays*

It is desirable that the provisions under this article should conform more closely with the statutory provisions affecting statutory holidays enforced in the province of Saskatchewan. This article, therefore, should be amended as follows:—

(a) By including "Victoria Day" and "Remembrance Day" as holidays.

(b) By deleting the word "twice" in the fourth line of clause (b) thereof, and substituting the words "two and a half times" therefor, and

(c) By adding as clause (c) the following:

"If any of the statutory holidays above mentioned falls within the period of any employee's annual holiday, the employee's annual holiday shall be increased by one day, and his holiday pay shall be increased by one day's pay."

*Article 14—Bulletin Boards and Union Meetings*

Representatives of the Union urged that this article should be amended to give the Union the right to hold regular meetings on the company's premises. Owing to the fact that the company has been made responsible for the maintenance of adequate security measures on their premises, the board is unable to recommend any such amendment. The article as it now stands goes as far as it is expedient under the circumstances to require the company to go and should not be altered.

*Article 20—Shift Differentials*

The company opposed the allowance of any shift differentials at all. The representatives of the Union asked for the allowance of the following shift differentials:—

5 cents per hour for the afternoon shift
8 cents per hour for the night shift
10 cents per hour for the graveyard shift.

It is recognized that the allowance of shift differentials necessarily has the effect of increasing wages, and strictly speaking should be considered along with wage schedules, however, the board is of the opinion that the company should make a concession in this matter, and therefore recommends an allowance of shift differentials, as follows:—

3 cents per hour for the afternoon shift
5 cents per hour for the night shift
7 cents per hour for the graveyard shift.

This article should therefore be amended accordingly.

*Article 21—Wages*

The question of wage schedules has presented the greatest difficulty. Representatives of the Union were anxious to have the board place the company in very much the same class as the Consolidated Mining & Smelting Co. of Canada Ltd., and International Nickel Company of Canada Ltd. The board recognizes, however, that those are two of the outstanding mining companies of the world. The International Nickel Company almost approaches a monopoly in nickel, and the Consolidated Mining & Smelting Company is the fortunate owner of one of the greatest mines of its class on the continent. Both companies have been long established. On the other hand, the Eldorado Mining & Refining Ltd. is pioneering in a new field, and is far from established as yet—in fact mill production only commenced in June of 1953. The future alone will tell whether the company will be capable of taking its place with the other leaders in the mining field above mentioned. It must also be conceded that great efforts are being made and tremendous expense incurred by the company to create a really first-class mining camp, and to take care of the comfort and welfare of its employees. It is to be hoped that the management and labour will each endeavour to play its own part in stabilizing the operations of the company and solidifying the relations of the company and its employees on a satisfactory and amicable basis.

The company has evidently recognized that owing to the remoteness of the location of its properties, it is necessary that

it should make concessions to attract employees; it has gone a long way in that regard. In the first place, it supplies board and lodging to its employees at the rate of $2 a day, which is certainly much less than it costs the company. There may be some question as to how much less, but the members of the board are quite satisfied that the cost to the company is much greater than $2 per day. The company also pays a bonus of $100 to each hourly rated employee completing 300 shifts, and $300 to all Cookhouse employees who complete twelve months service. It also automatically increases the wage rate of hourly rated employees commencing their second term of employment by 5 cents per hour.

The company has also made a substantial expenditure for the purpose of supplying first-class recreational facilities. It has constructed a very fine recreational hall, and is establishing what might be termed an almost model mining camp site and living quarters for employees living at the camp. There are still some of the original buildings used as living quarters or bunkhouses on the premises, but these are rapidly being replaced by new and much more modern and comfortable buildings, and the old ones will shortly be scrapped. The board is of the opinion that the union is also endeavouring to promote the best possible relationship between the company and its employees—that of course is essential for the establishment and maintenance of cordial relations. At this point, the members of the board wish to express their appreciation of the fair and reasonable manner in which the cases for both parties were presented to them. There was evidence of mutual respect and a desire to reach an agreement if possible.

The members of the board have endeavoured to consider this question of wages in the light of the foregoing remarks, and they believe that substantial justice will be done if the wage scale presently in force be amended:—

(a) By allowing all surface labour, mine labour and mill labour $1.34 per hour, and

(b) Increasing the wages rates for all the other hourly rate employees by 4 per cent.

The wage rates to be allowed to the cafeteria and kitchen help have presented some difficulty. In the opinion of the board, it would be more satisfactory to continue the payment of these employees on a monthly basis. As above mentioned, the company has in the past followed the policy of paying employees of this class a bonus of $300 upon completion of 12 months service. It was represented to the board that there is some turnover in this class of employee, and it is inclined to agree with the representatives of the union that it would be fairer to reduce the amount of the bonus to $100 and make a proportionate increase in the monthly rate of these employees. We also think that some further increase should be made in the wage scale applicable to this class. We therefore recommend that the wages paid to each of the employees in this class be increased by $30 per month, and that the bonus payable on the completion of 12 months service be reduced from $300 to $100.

*Article 22—Underground Contract Committee*

The company has been following the practice of paying underground workers on a contract basis, and the Union is desirous that such practice should be continued, and asks that a contract committee be set up to negotiate the terms of all contracts for work done on a contract basis. The company strenuously opposes that, and contends that what it pays is really an incentive bonus and does not come within the framework of Collective Bargaining. It appears that the system in vogue has been working with reasonable satisfaction. The mine, however, has been in operation for a comparatively short time. In our opinion it is as yet too early to give consideration to the establishment of a contract committee.

*Article 24—Union Security*

The representatives of the union ask that the Rand formula be adopted. The company, however, would not agree to that and opposed the adoption of any similar provision. It has been impossible to reconcile these divergent views. As a compromise the undersigned members of the board recommended the adoption of *Article 22*—"Voluntary Revocable Check-off" as contained in the aforesaid agreement between Giant Yellowknife Gold Mines Ltd. and Yellowknife District Miners Union, Local 802. International Union of Mine, Mill and Smelter Workers, dated the 31st day of March A.D. 1953.

*Article 25—Maintenance of Existing Benefits*

As above mentioned the company supplies board and lodging to employees in residence on its premises at less than cost, and gives various bonuses, subsidies and other benefits to some or all of its employees. It is apparently the intention of the company to continue these benefits, but for greater certainty, the board recommends that an article be inserted in the

agreement to provide that all existing benefits are to be maintained during the life of the agreement.

*Article 26—Retroactivity*

The representatives of the union ask that in the event of an agreement being signed, it be made retroactive to November 4, 1953 which is the date when the application for conciliation was first made. When agreements are in existence, it is probably usual in negotiating renewals thereof to insert a provision that the new agreement should be retroactive, and should take effect as of and from the expiration of the old agreement. In this case, however, there is no agreement in existence, and the same considerations possibly do not apply. Furthermore, the responsibility for any delay there may have been in this case, does not rest wholly with either party; as a compromise the board recommends that if the parties adopt the recommendations contained in this report and sign an agreement in accord therewith, it should be made effective as of and from the first day of March A.D. 1954.

Attached hereto is an appendix containing a copy of those portions of Article 12 of the Giant Yellowknife Gold Mines Ltd., Agreement, which we recommend the adoption of, and a copy of Article 22 of the said Giant Yellowknife Gold Mines Ltd. Agreement, which we recommend should be adopted and incorporated in the new agreement.

All of which is respectfully submitted this twenty-first day of May A.D. 1954.

*(Sgd.)* Harold F. Thomson,
*Chairman.*

*(Sgd.)* Leo T. Nimsick,
*Member.*

## MINORITY REPORT

I agree with all of the above clauses in the report of the Board of Conciliation with the exception of the clause dealing with Union Security. I am not in agreement with the inclusion of any type of Union Security in the Agreement to be entered into. There are two reasons for my disagreement:—

1. This will be the first agreement between the Union and the company. The local union is new and untried and I do not feel a union should normally be given this right until it has had time to prove itself. I feel it is significant that only one of the employees representing the union and appearing before the board was a member of the original negotiating committee.

2. It was obvious to me that the company was genuinely concerned with the Communistic affiliations of some of the top officers of the International Union of Mine, Mill & Smelter Workers. The company is engaged in the production of a highly strategic material, and though forced by law to recognize this union as a certified bargaining agency for their employees, I quite understand their reluctance to grant any type of Union Security.

For the above reasons I cannot concur in the recommendation for the inclusion of the Voluntary Revocable Check-off, in the Agreement to be entered into.

All of which is respectfully submitted this twenty-first day of May A.D. 1954.

*(Sgd.)* P. N. Pitcher,
*Member.*

## APPENDIX

The following are copies of:—

(a) Article 12 of the Giant Yellowknife Gold Mines Ltd., Agreement, excluding clause (h) thereof.

(b) A copy of Article 22 of the Giant Yellowknife Gold Mines Agreement.

*Article 12*

Promotions, Transfers, Lay-offs and Re-hiring

(a) The Company recognizes the principal of seniority in promotion, transfers, lay-offs and re-hiring and in these matters the following factors shall govern:—

1. The length of continuous service with the Company.

2. Ability, knowledge, dependability, training, skill and efficiency of the employee to do the job.

When in the *bona fide* judgment of the Company, factor 2 is to all intents and purposes equal as between two or more employees, seniority shall govern.

(b) An employee shall lose all seniority if he

1. Voluntarily quits.
2. Is justifiably discharged.

(c) An employee is considered a probationary employee for the first three months of his employment and shall have no seniority rights under this agreement and may be discharged by the Company at its discretion during that period. Notwithstanding the above, if the Company does discharge an employee during this probationary period the employee may, if he desires, be represented by the Union in presenting his case to the Company. If the Company confirms the discharge

of the probationary employee it shall not be a matter for grievance under this Agreement.

(d) If the Company sees fit to continue the employment of a probationary employee after the end of three months continuous service his name shall be placed on the seniority list as of the beginning of such three months continuous service.

(e) The Company expressly reserves the right to employ technically trained men and students in reasonable numbers from time to time and to transfer and promote them as the Company may see fit without regard to this agreement providing that no employee shall be laid off or discharged to make place for a student.

(f) A person originally hired by the Company to exercise a special trade or skill, or to participate in a particular assignment of work, may be discharged when his employment at such special trade, skill or particular assignment of work comes to an end, notwithstanding anything in this agreement to the contrary.

(g) This agreement shall not deprive the Company of the right to select its employees or to discipline or discharge them for proper cause.

*Article 22*

Voluntary Revocable Check-off

(a) The Company shall, during the term of the Agreement honour a written request by an employee for the deduction and remittance of dues, fees and assessments (excluding fines) payable to the Union if the order is substantially in the form set out in Schedule "B" hereto and is signed by the employee. Such written request may be revoked at any time by notice in writing to the Company.

(b) The Company shall remit to the Union monthly the sums so deducted together with a written statement showing the names of the employees from whom the deductions were made and the amount of each deduction.

(c) The Company shall not be obliged to deduct and remit the said sums unless it has on hand wages which would otherwise be paid to the employee.

(d) If an employee revokes his request in writing the Company shall notify the Union of the revocation at the same time that it forwards its next monthly deductions.

(e) When an employee who has a written request in good standing, leaves the employ of the Company, the Company shall forward the written request to the Union and the Union shall send the Company a receipt for same.

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# Report of Board in Dispute between

## Oshawa Railway Company (Canadian National Railways)
## *and*
## Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America

The Conciliation Board appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, Mr. Douglas F. Hamilton of Toronto and Mr. R. V. Hicks, QC, of Toronto, has met the parties at the City of Oshawa on the 17th day of March and again on the 29th day of March 1954. The parties were respectively represented as follows:—

*For the company—*

Mr. F. A. Gaffney, General Manager, Department of Road Transport,

Mr. F. E. Jones, Asst. Director Labour Relations, Canadian National Railways,

Mr. D. W. Gilmour, Solicitor, Canadian National Railways,

Mr. H. J. Mansfield, Asst. Supervisor,

Mr. H. J. McIntyre, Supt. Oshawa Bus Services,

Mr. L. T. Henderson, Supt. Dept. of Road Transport.

The above representation of the company was the complete representation as on the meeting of the 17th of March. At the second meeting on the 29th of March Mr. Gaffney was unable to be present.

*For the union—*

Mr. J. O. Robertson, International Vice-President of the union,

Mr. C. J. D. Windover, President of Division 1255,

In May, the Minister of Labour received the report and recommendations of the members of the Board of Conciliation and Investigation appointed to deal with a dispute between Division 1255, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and the Oshawa Railway Company (Canadian National Railways).

The Board was under the Chairmanship of His Honour Judge W. S. Lane of Picton, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, Robert V. Hicks, QC, and D. F. Hamilton, both of Toronto, nominees of the company and union respectively.

Under the provisions of the Industrial Relations and Disputes Investigation Act the majority recommendations of the Chairman of the Board, His Honour Judge Lane, together with those of Mr. Hamilton, constitute the report of the Board.

The text of the report is reproduced here.

Mr. M. J. Patterson, Business Agent Division 1255.

On the meeting of March 29, in addition Mr. W. E. Price, Vice-President of the Local, was present.

Mr. Robertson conducted the case on behalf of the union and Mr. Jones on behalf of the company.

The issues brought before us on this Conciliation were quite extensive and ranged from a general wage increase of 20 cents per hour through demands for change in statutory holidays, for change in the provisions dealing with sick pay, medical examination, Sunday work, night work, accident reports, grievances and suggestions, copies of agreement, duration of agreement, vacation provisions, working conditions as they affect uniforms, spread time, lunch period, to a basic request for a differential for lead hand mechanics in the shop.

The union, in presenting their case, sought to justify their position on their various requests by comparison with other transit properties in certain instances, by comparison with general wage levels and general working conditions in industry, by which comparisons they sought to show that conditions at Oshawa were not favourable and that their requests were justified. The company, against this, took two positions: first, that the union by comparison with industry were not realistic and that the conditions in a transit employment were substantially different than were conditions in industry generally and that a comparison was not fair for many reasons; and secondly, a comparison against the transit industry was difficult because, while certain comparisons would show the situation unfairly in certain instances, there were other comparisons which would show the Oshawa situation much the best and without making a complete comparison of all factors invoked a comparison might very well be misleading in its effect. The company's other point, which was probably more importantly stressed, was that the Oshawa operation was not a paying one. They argued that the company in the fiscal year past lost $125,000 on this small operation and that they had on at least two occasions offered almost to give the transit system to the City of Oshawa in so far as the franchise was concerned and to sell their equipment at a very reduced price. And lastly, the company urged that this small unit of some 90 men should not be allowed to dictate the bargaining between the CNR and their large membership which were at present in conciliation before the Hon. Mr. Justice Kellock. They argued that to allow this small unit to set a pattern would be in the nature of the "tail wagging the dog" and that, they felt, would be unfortunate.

The Board have considered all the elements of this conciliation thoroughly. In the first place, we recognize that it is very difficult for this company to conclude its negotiations for a new agreement with the very small number of employees so long as there is outstanding a much larger negotiation to which the company referred in their argument. As a practical matter, we of the Board recognize the company's difficulty in this matter but at the same time we recognize that each group of employees has the inherent right to negotiate their own separate contract irrespective of the larger group and that after all the local coach and railway operation in Oshawa is not to be compared in any way to the large railway operation above referred to. We feel that we cannot at this time, in spite of the various difficulties which we must recognize, wait to see how the larger negotiations are worked out.

We must recognize, secondly, that the operation in Oshawa has not been profitable. We must go further than that; we must recognize that there has been a substantial loss of money in the last fiscal year. We must recognize the truth of the company's argument that this operation is

one which they would very well like to get out of and we must give recognition to the company's statement that they have offered this property to Oshawa City Council on at least two occasions at a very attractive figure. In this connection, it would be well for us to remember, for the union to remember, and for the citizens of Oshawa to remember that the fact that this property has not made at least ends meet will have a very definite bearing on whether or not the Canadian National Railways will wish to continue operation in the face of difficulties which may result from these negotiations. We must also bear in mind all of us the fact, whether it is pleasant or unpleasant, that no company however large will be prepared to carry a small, losing subsidiary unless in some way they are able to compensate for their loss by the contribution of that subsidiary to the general weal of the main operation of the company. At the same time, it is well for us to recognize and to assess the situation from the standpoint of the men as to whether or not they are being fairly dealt with in wages, in working conditions as compared to their brothers in industry and in the transit industry in particular in the Province of Ontario. As we see it, it is the duty of this Board to attempt to correlate both positions at this time.

Bearing these various factors in mind, we feel that we must make the following recommendations:—

On the question of pay for statutory holidays, it would seem that the present practice of this property is to recognize seven statutory holidays and to pay time and one-half for all time worked on those statutory holidays. It has not been the practice to pay for these statutory holidays at all if they are not worked. This procedure has been in line with railway practice generally. This Board, after considering the matter carefully, feel that we must recommend, first, that the company recognize eight statutory holidays. In addition, we feel that they should pay for the eight statutory holidays if they are not worked. We recognize that this is a departure from railway practice and may come as a substantial strain on the company's general operation, but we feel we recognize that certain transit properties do this in the Province of Ontario, particularly in Peterborough, which pays for all such holidays at straight time and time and one-half if worked. The same applies to Brantford except that Brantford pays double time if the men are required to work. London doesn't pay unless they are worked. Hamilton only pays apparently for four of them on the basis of full pay if not worked and time and one-half if worked. We feel that, generally speaking, the company should put in effect the recommendation which we have made in this connection.

On the question of sick pay, we would recommend that this matter be referred back to the parties for further negotiation and in this connection it might be well if the parties consider setting up a committee composed of three members from the company and three members from the union to work out a satisfactory sick benefit and hospitalization plan by which the cost would be shared between the parties with a limitation on the company's expenditure of 3 cents per hour. We do not feel that we can recommend any plan which might be called an accumulative sick benefit plan. We feel that to make a recommendation of this type in the face of the financial situation of this company would be asking for a termination of the operation in Oshawa and that we would be doing less than service to both parties if such were the result.

With regard to the question of medical examination, we feel that the company's present practice in connection with medical examinations is reasonable and we see no reason why the men who secure a very definite benefit from these examinations themselves should ask the company to pay for their time in taking them. We would, therefore, recommend that the present practice continue without change.

The next issue is that of Sunday work. The request here is for time and one-half for all employees required to work on Sunday. We recognize that there is usually a differential for Sunday work in industry. We recognize the reason for that differential and according to our understanding the reason is not that the man in question secures a premium payment but that there is a penalty put on so that the employer will not schedule work and force him to work on that day. In the transit industry, no matter what penalty might be put on work, the necessity for work still remains; it cannot be avoided. By making a differential, we would be allowing or suggesting that the company pay a premium for something that they cannot avoid. We do not think this could be justified. But, aside from all this, there is another very cogent argument against this and that is it is usually junior employees who would be scheduled to work on this type of day and, therefore,

we see no real justification for making an additional payment here. We would recommend, therefore, in this connection that there be no change in connection with the payment for Sunday work.

The next request is for a shift premium on night work. Again we would recommend here that there be no change and that there be no shift premium in this connection. It is not the practice on transit work to pay a shift premium either for Sunday work or for night work. The differential is obtained by scheduling the junior employees for the work and we do not see why the company should be penalized for something that they cannot avoid.

The next issue is the request for an hour's pay for making out accident reports. It does seem to us that this is not a request which could be granted. It appears to us that company reports should be made out on company time and that if the making of a report spreads over into overtime, then the man who has to do the report should receive overtime rates for it but only if in fact it becomes overtime. We would, therefore, recommend that any accident reports required should be made out on company time and not on the time of the individual.

The next request is in connection with grievances and suggestions. The first part of this is that one day per month be granted to the chairman of the organization for these purposes. We see no merit in this request at this time nor do we feel that there is any problem in connection with the present leave of absence provision and we, therefore, recommend that there be no change in this connection.

The next request is in connection with the printing of the agreement. The union has asked that the company prepare and supply to the union copies of the agreement. It seems to us that this request is not particularly important but that the parties might very well have the agreement printed and pay for it on the basis of a fifty-fifty split.

On the question of the duration of the agreement, we would recommend that the agreement be for one year from the date of signing.

On the question of vacations with pay, we would be prepared to recommend the employees be granted two weeks after three years' service and three weeks after fifteen years' service.

The question of grievance procedure has been raised here and has given us some considerable food for thought. It has not seemed to us that the present system of dealing with grievances is quite satisfactory in that a considerable amount of time is wasted in carrying the original grievance to the proper point for decision. We recognize that there is considerable difficulty on occasion in getting the grievance before the proper official of the Canadian National Railways for decision. At the same time, we feel there should be a time limit which is reasonable and which in spite of its difficulty could be worked and not leave a festering sore in the minds of the employees concerned. We feel, therefore, that there should be a certain time given for local management to contact their superiors and have direction as to what they should do; but we do feel that the decision should be given by local management itself in so far as the grievance is concerned. We would, therefore, be prepared to suggest that a term be written into the contract requiring the local management to give all decisions to the local committee and that they be allowed two weeks to arrive at a decision after the filing of any grievance. In addition, we feel that the present arbitration machinery, which is in effect the railway arbitration machinery, is not satisfactory and there should be written into this contract a proper provision allowing for final arbitration of any dispute not satisfactorily dealt with by the local management, and that in this regard this grievance machinery be changed from the practice operating generally on the railroad.

The next issue is that of spread time. There doesn't appear here to be any serious problem, and in view of this we would recommend that there be no change in the contract in this regard.

On the question of uniforms, coats, ties and coveralls, we are not satisfied that the necessity for change has been substantially shown to us. We, therefore, are not prepared to recommend a change at this time.

The next issue is that of change allowance and checking thereof. We recognize here that the company has the right to check at any time. No doubt this is a necessity. We, however, are prepared to suggest to them that the checks be made at such time as would be reasonable and the least embarrassing to the employees. In addition, we would also recommend that if the check finds only a reasonable shortage which is a result of a mistake that of necessity should not mean dismissal, but that there should be written into the contract a clause which would allow it as a discretionary matter which would be subject to grievance procedure as to the reasonable application thereof.

The next request with which we propose to deal is that of pay for lead hand mechanic in the shop. There was some considerable argument on this. The company apparently is satisfied to pay a 6-cent differential and the union asks for a 10-cent differential. In view of the fact that the job when established should be one of considerable importance, we feel that the union's request is reasonable and the company should establish such a differential. Unless such a differential is paid, it appears to us to be a matter of considerable doubt as to whether or not it would be possible to get a proper person to accept the responsibility.

The last item to be dealt with is that of general wage increase. The union's request is for 20 cents per hour across the board. The company takes the position that there is no basis for any increase. After considering comparisons, the Board have come to the conclusion that the wage rates in Oshawa in so far as comparable transit units such as Brantford, London, Peterborough and Hamilton, do not show that this wage rate is at all out of line. On this basis, then, it appears to us that the rates are not lower than is reasonable, although we must recognize that they are not as high as industry. In addition, we must recognize that this company is financially in difficulty in so far as its Oshawa operation is concerned. The railway cannot and will not operate indefinitely at a loss. Any wage increase which we might give at this time very definitely will make the probably continued operation at Oshawa doubtful. It would appear to us, then, that if we should force an increase we would be jeopardizing the job security of the men and thereby doing them a great disservice. We have by our recommendations suggested a substantial labour cost increase in this report. We do not feel at this time that there is any other labour cost increase possible. We, therefore, recommend that there be no general increase of wages on this property.

The above recommendations are made upon the majority recommendations of the Chairman and Mr. Hamilton. Mr. Hicks dissents from many of the recommendations upon the following grounds:—

He feels that the company have demonstrated their financial inability to assume a greater labour cost. He feels that the current wage structure taken as a whole is not significantly out of line and is in reality reasonably comparable with other properties. In addition, Mr. Hicks takes the position that in view of the fact that the settlement arrived at between the non-operating union and the parent company, which has served in the past as a pattern for settlement, will no doubt be utilized by this union as the basis for settlement of this dispute in spite of our recommendation, and that in view of this from a practical standpoint it is useless for us to make a recommendation until the Kellock report is brought down. For these reasons, Mr. Hicks feels that any report such as the majority report is futile and not reasonable under the circumstances.

The net result, therefore, is that in all of the major recommendations which are made as stated above by the recommendation of the Chairman and Mr. Hamilton, excepting the recommendation as to no wage increase, Mr. Hicks dissents. In that recommendation dealing with the general wage situation, Mr. Hicks concurs.

Dated at Picton, Ontario, this 29th day of April, A.D. 1954.

*(Sgd.)* Wilfrid S. Lane,
*Chairman.*

*(Sgd.)* D. F. Hamilton,
*Member.*

*(Sgd.)* R. V. Hicks,
*Member.*

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# Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in three cases heard April 13, 1954.

The three disputes concerned: two claims for a minimum day in passenger service plus a minimum day in freight service for service of both types performed on one day; a crew's claim for compensation for a period spent at an intermediate point without returning to terminal during that time; and two conductors' claims for payment for time spent travelling to another division to relieve men on leave.

The Board partially sustained the contention of the employees in the first and third cases. In the second, it referred the dispute back to the parties involved.

The three disputes and decisions are summarized below.

**Case No. 643**—*Dispute between Ontario Northland Railway and Brotherhood of Railroad Trainmen concerning two trainmen's claims for payment of a minimum day in passenger service plus a minimum day in freight service for work in both types of service on the same day.*

On July 31, 1953, a baggageman and a brakeman regularly assigned to passenger service from Englehart to Noranda and return were unable to proceed beyond Swastika because of a damaged bridge and were instead employed in the movement of a repair gang from Swastika to the bridge. On their return from that task they were ordered back to Englehart with passenger equipment.

The employees held that passenger and freight service are two distinct and separate classes of service and men holding seniority in one class do not hold seniority in the other. As the regular passenger crew were used in freight service, they are entitled to 100 miles at through freight rates in addition to their regular 150 miles at passenger rates, they contended.

The railway referred to Rule 17, which reads:—

> Road Conductors and Trainmen performing more than one class of road service, in a day or trip, will be paid for the entire service at the highest rate applicable to any class of service performed. The overtime basis for the rate paid will apply for the entire trip.

The railway argued that the crew in this case was used in two classes of service on its own assigned territory and as such was entitled to the highest rate applicable to any class of service performed.

In its decision, the Board referred to Rule 13, which reads:—

> Passenger train crews when handling a freight car, or cars (not express) en route, will be paid through freight rates for the actual mileage with such car or cars.

The Board ruled that the employees' contention be sustained to the extent that payment should be made under Rule 13 for the actual mileage with a freight car or cars in addition to the payments required under Rule 17.

**Case No. 644**—*Dispute between Canadian Pacific Railway (Prairie Region) and Brotherhood of Railroad Trainmen with respect to compensation applicable to an unassigned freight crew handling an auxiliary which was tied up at an intermediate point at the instance of the company.*

On February 18, 1949, a conductor and crew were called at Calgary to handle an auxiliary train due to a derailment. This train left Calgary on February 18 and returned February 27, having tied up each night at Banff for rest. The conductor and crew claimed continuous time while at the scene of the accident but this claim was reduced by 618 miles, which constituted the time tied up at Banff each night.

An article of the agreement reads:—

> Trainmen on wrecking trains will be allowed actual mileage and overtime at through freight rates to and from working limits and work train rates while at work with a minimum of one day's pay at work train rates for the combined service for every day held in such service.

The employees referred to another clause of the same article, which reads, in part:—

> When an unassigned crew is used in work train service for two calendar days or less, the crew will be paid through freight rates and under through freight rate conditions, excepting that actual mileage, detention and overtime will be paid when going to and from work, and further excepting that, when the nature of the work is such that it is necessary for the crew to be run in and out of the original terminal from which it was started, it may do so without involving payment of run-arounds or the crew being automatically released.
>
> Not less than one day's pay will be allowed the crew performing this combined service.
>
> If such crew is tied up at a terminal, it will take its turn out in unassigned service.
>
> If an individual crew is used longer than two days in such service, it will be paid under work train conditions after the second calendar day . . .

The employees argued that the clause was not applicable in this case and pointed out that in 1926 a definite understanding on this point had been reached between the General Chairman of the Order of Railroad Conductors and the Brotherhood of Railroad Trainmen and the General Manager of the Company. This agreement stated that "the time at the turnaround points, when trains are turned at intermediate points on a subdivision in unassigned service is an abitrary and is paid for irrespective of any other condition". The employees contended that the crew in question was in unassigned pool freight service, was turned at an intermediate point and never ran into a terminal during the period mentioned.

The company argued that the article quoted makes no reference to the payment of continuous time while crews are held in wrecking train service and stated that the reference to a minimum of one

day's pay for every day held in such service indicates that payment for continuous time was not contemplated. In addition, the company noted that the conductor and crew had been paid actual mileage and overtime at through freight rates to and from the working limits and were paid work train rates while engaged within the working limits.

After hearing additional written and oral evidence, the Board referred the dispute back to the parties with the suggestion that they should get together and settle the problem on the basis of equity. The Board remarked that the rule under which the claim was made is open to conflicting interpretations.

**Case No. 645**—*Dispute between Canadian Pacific Railway (Eastern Division) and Brotherhood of Railroad Trainmen* (ex parte) *concerning a claim by two conductors for deadhead mileage between Smiths Falls and Toronto while relieving employees on* bona fide *leave granted by the company.*

Agreements are in effect governing the manning of passenger trains on the Montreal - Toronto and Toronto - Ottawa runs. Of the six conductors required, two are from the Toronto district, two from the Havelock district and two from the Winchester district.

A rule states that promotions to runs extending over more than one division will be divided and assigned between such divisions as nearly as possible on a mileage basis. The railway has issued instructions that men are not to be called from the Havelock district, of which the headquarters is Smiths Falls, to relieve conductors at Toronto, Ottawa or Montreal unless the men being relieved are coming off their regular runs because they have been required to lay off because they have accumulated their mileage for the month.

The company's instructions also state that no deadheading expense is to be incurred for men travelling to the terminals to relieve. "Men may, of course, deadhead to these points at their own expense," the instructions point out.

Two conductors who had travelled from Smiths Falls to Toronto to relieve men assigned to the Toronto-Montreal run submitted claims for deadhead mileage. Both claims were denied.

The employees argued that the rule mentioned above "definitely provides for division and assignment of the work on the runs in question between employees on the respective divisions". They also quoted another rule that reads:—

> Mileage will not be allowed for any extra deadheading incurred by men exercising their seniority rights . . . but this will not avoid payment of mileage to other men sent by the company to relieve men on leave of absence.

The employees contended that the claims should be paid and that the railway's instructions should be cancelled and the schedule rules applied.

The company pointed out that in two agreements it was agreed that no additional expense would be caused to the company on account of conductors travelling deadhead to take relief work or returning therefrom. In addition, the company noted that if leave is granted an employee and sufficient notice is given another man to exercise his seniority rights to the relief job, and he does so, then no deadheading mileage should be paid to him.

Following the submission of additional oral and written evidence, the Board recommended that the parties concerned confer together with the object of arriving at an understanding to provide for the relief work on those interdivisional runs which would be more satisfactory to both the company and the employees.

The Board ruled that one conductor was entitled to his claim in that his service was not covered by the agreement which prohibited additional expense to the company on account of conductors deadheading to take relief work on the Toronto and Montreal and the Toronto and Ottawa runs.

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Three weeks' holiday with pay after five years' continuous service will be granted to employees of Malaspina Hotel Limited, Nanaimo, B.C., in accordance with an agreement recently reached between the hotel and Local 619, Hotel and Restaurant Employees and Bartenders International Union (AFL-TLC), the British Columbia Labour Relations Board has announced.

# Recent Changes in Wages, Hours and Other Employment Conditions

**Most contracts re-negotiated between October 1953 and June 1954 provide pay increases but larger number than in earlier years renewed without wage boosts; survey found little indication of pay decreases**

An examination of 203 collective agreements which came into effect during the period October 1, 1953, to June 1, 1954, indicates that, as during the past several years, a majority of re-negotiated contracts are providing increases in wage rates. It appears, however, that a larger proportion of agreements are being renewed without wage increases than in earlier years.

There is little indication of wage rate decreases actually being put into effect, although a number of managements have proposed wage decreases in recent bargaining.

There are also indications that the amounts of the wage increases being bargained have declined considerably compared with those bargained in 1951 and 1952. The increases have, however, remained close to those agreed upon during the earlier months of 1953.

In a substantial proportion of the agreements, changes are being made in other conditions of employment, including weekly working hours, statutory holidays, vacations with pay, and pension and welfare plans. For the most part, revisions in such items are not being substituted for wage bargaining. In the large majority of agreements in which one or more of these items have been modified, wage rates have also been increased.

Information for this analysis was obtained from those contracts in the 1,000-agreement sample maintained by the Economics and Research Branch that were re-negotiated to take effect between October 1, 1953, and June 1, 1954. Copies of 203 agreements which became effective during the period were forwarded to the Economics and Research Branch in time for the analysis. Copies of others bargained during the period, particularly during the two months preceding this survey, had not been forwarded by June 1 and could not therefore be included in the analysis. The findings, however, do give an indication of current trends.

The 203 agreements, covering 111,000 workers, were compared with those in effect previously for changes in wage rates, hours of work, statutory holidays and paid vacations. Where pension or group welfare plans were introduced, they were also noted. Changes in the items examined occurred as follows:—

The material in this section is prepared in the Economics and Research Branch of the Department.

The two articles dealing with wage rate and other changes in recently bargained collective agreements and with paid vacations are based on a group of 1,000 collective bargaining agreements selected for analytical purposes from the Branch's file of collective agreements in force throughout Canada.

Major developments under the Quebec Collective Agreement Act and under the Industrial Standards Acts of other provinces are dealt with in a third article.

| | Per Cent of Agreements | Per Cent of Workers Covered |
|---|---|---|
| Change in wage rates | 77.8 | 68.0 |
| Change in hours of work | 21.2 | 20.5 |
| Change in statutory holidays | 22.2 | 21.5 |
| Change in paid vacation | 24.1 | 17.1 |
| Pension plan introduced | 2.5 | 5.8 |
| Welfare plan introduced | 7.9 | 8.1 |

In many of the agreements a combination of two or more of the items examined were changed, as indicated by the following breakdown:—

| | Per Cent of Agreements | Per cent of Workers Covered |
|---|---|---|
| Wage change only | 27.1 | 30.1 |
| Wage change and change in one or more other items | 50.7 | 37.9 |
| Change in other items only | 6.9 | 18.4 |
| No change in any of the items | 15.3 | 13.6 |

***Wage Changes***—From Table 1 it will be seen that approximately 78 per cent of the agreements included in the analysis provided an increase in wage rates. Although there were no wage decreases, in 17 per cent of the agreements wage scales were the same as in the previous contract. Because of failure to include wage schedules in agreements forwarded to the Department, or because of changes in job classifications, it was impossible to compare present and previous wage rates in 5 per cent of the contracts.

The proportion of agreements failing to provide a wage increase, 17 per cent, compares with approximately 9 per cent for a sample of agreements effective during the first nine months of 1953 (L.G., October 1953, p. 1410); 5 per cent for 1952 agreements examined (L.G., March 1953, p. 348); and 2·3 per cent of 1951 agreements (L.G., 1952, p. 268).

It will be noted from the table that the percentage of agreements which failed to provide a wage increase is much less than the percentage of workers covered by agreement. This arises largely from one agreement in the non-manufacturing industries, which alone covers more than half the workers in these industries who did not receive an increase.

Table 2, dealing with the amount of increase in ranges of five cents an hour, shows that in most of the 158 agreements providing a wage increase the average amount is in the range of 5-10 cents per hour.* Similarly, the largest fraction of the workers covered received increases in this range. This was also true for the analysis of agreements effective in the January-October period of 1953. In both periods, increases of less than 10 cents an hour were in the majority, with a stronger tendency towards increases of a lesser amount in the more recent analysis. This is in contrast to the agreements analysed for wage changes in 1952 and 1951, in which the greatest number of increases were for amounts above 10 cents an hour.

***Hours of Work***—In a total of 43 agreements covering 22,800 workers, weekly hours of work were adjusted; in all cases the change resulted in a reduction of normal straight-time hours. For 16,000 workers covered by more than 20 of the agreements, a 40-hour work week was put into operation. For most of these workers the previous hours had been 42, 42½ or 44 per week. In only two agreements covering small groups of workers was the hours reduction not accompanied by an increase in wage rates. For another small group of workers covered by three agreements, the wage increase obtained failed to maintain take-home pay. In four contracts the wage increase maintains take-home pay, while for the remainder, wage increases were bargained that more than maintain take-home pay.

***Statutory Holidays***—The number of paid statutory holidays was altered in 45 of the re-negotiated agreements covering 23,800 workers. All provided an increase in the number from those previously observed, the usual increase being one or two days. Twenty-seven agreements which formerly granted 6 or 7 days now grant 8, and six agreements which previously recognized 8 paid statutory holidays now provide for 9 or 10. The remaining changes bring present observed days to less than eight.

***Annual Vacations***—Changes in annual vacation provisions were made in 49 agreements covering 19,000 workers.

Among the more significant changes, 12 agreements were adjusted to provide for a third week of vacation after 15 years of

*Wages not expressed in cents per hour were converted to cents per hour for purposes of this study. Where increases of different amounts apply to different groups of employees, the increase to the largest number is the one used. A number of the agreements provide for deferred wage increascs to take effect at various stipulated times during the life of the agreement. The total amount becoming effective between October 1, 1953, and October 1, 1954, is the amount shown in Table 2.

**TABLE 1.—PROPORTION OF AGREEMENTS PROVIDING CHANGES IN WAGE RATES AMONG 203 COLLECTIVE BARGAINING AGREEMENTS BECOMING EFFECTIVE DURING PERIOD OCTOBER 1, 1953 TO JUNE 1, 1954**

| Provision | All Industries | | | | Manufacturing Industries | | | | Non-Manufacturing Industries | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number of Agreements | Per Cent | Workers Covered | Per Cent | Number of Agreements | Per Cent | Workers Covered | Per Cent | Number of Agreements | Per Cent | Workers Covered | Per Cent |
| Wage rates increased from previous agreement | 158 | 77·8 | 75,243 | 68·0 | 91 | 73·4 | 36,859 | 71·6 | 67 | 84·8 | 38,564 | 64·9 |
| Wage rates unchanged from previous agreement | 34 | 16·8 | 31,179 | 28·1 | 24 | 19·4 | 10,863 | 21·1 | 10 | 12·7 | 20,316 | 34·2 |
| Wage rates not comparable with previous agreement | 11 | 5·4 | 4,301 | 3·9 | 9 | 7·2 | 3,739 | 7·3 | 2 | 2·5 | 562 | 0·9 |
| Total agreements surveyed | 203 | 100·0 | 110,903 | 100·0 | 124 | 100·0 | 51,461 | 100·0 | 79 | 100·0 | 59,442 | 100·0 |

**TABLE 2.—AVERAGE WAGE INCREASE IN CENTS-PER-HOUR PROVIDED IN 158 AGREEMENTS FROM SURVEY OF 203 COLLECTIVE BARGAINING AGREEMENTS BECOMING EFFECTIVE DURING PERIOD OCTOBER 1, 1953 TO JUNE 1, 1954**

| Wage Rate Increase | All Industries | | | | Manufacturing Industries | | | | Non-Manufacturing Industries | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number of Agreements | Per Cent | Workers Covered | Per Cent | Number of Agreements | Per Cent | Workers Covered | Per Cent | Number of Agreements | Per Cent | Workers Covered | Per Cent |
| 0— 4·9 cents per hour | 47 | 29·7 | 12,451 | 16·6 | 32 | 35·2 | 5,689 | 15·4 | 15 | 22·4 | 6,762 | 17·5 |
| 5— 9·9 " " " | 61 | 38·6 | 30,221 | 40·1 | 32 | 35·2 | 9,870 | 26·8 | 29 | 43·3 | 20,351 | 52·9 |
| 10—14·9 " " " | 30 | 19·0 | 23,248 | 30·8 | 19 | 20·8 | 19,032 | 51·6 | 11 | 16·4 | 4,216 | 10·9 |
| 15—19·9 " " " | 9 | 5·7 | 2,128 | 2·8 | 6 | 6·6 | 1,573 | 4·3 | 3 | 4·5 | 555 | 1·4 |
| 20—24·9 " " " | 2 | 1·3 | 1,155 | 1·5 | ..... | ..... | ..... | ..... | 2 | 3·0 | 1,155 | 3·0 |
| 25 or more " " " | 9 | 5·7 | 6,220 | 8·2 | 2 | 2·2 | 695 | 1·9 | 7 | 10·4 | 5,525 | 14·3 |
| Total agreements providing wage increase | 158 | 100·0 | 75,423 | 100·0 | 91 | 100·0 | 36,859 | 100·0 | 67 | 100·0 | 38,564 | 100·0 |

service. Previously, the qualifying period was longer or no third week was allowed. Four agreements, all in municipal government, which formerly allowed a three-week vacation after 15 years' service, reduced the qualifying period to 10 years. Workers covered by five of the agreements will, for the first time, be entitled to a fourth week of vacation after periods of service ranging from 20 to 30 years. The qualifying period for the second week of vacation was reduced from 5 years to 3 years by revisions in 11 agreements.

***Pension and Welfare Plans***—A pension plan was introduced in plants covered by five agreements, and group insurance plans covering such items as hospitalization, medical services and life insurance were included in 16 revised agreements. Details of these plans were generally not included in the collective bargaining agreements.

# Vacation with Pay Provisions in Collective Bargaining Agreements

**Almost 90 per cent of workers covered by 922 agreements are entitled to annual vacation of at least 2 weeks, usually after 3 or 5 years' service. Only about 4 per cent of agreements provide for fourth week**

Considerable variety was found in the vacation provisions of more than 900 labour-management agreements examined recently by the Economics and Research Branch of the Department of Labour.*

Almost all the agreements had a vacation clause, which in most cases dealt in detail with the length of vacation and with the years of service required to qualify for vacations of various lengths. However, other questions such as the actual work requirements which constitute a year of service, the method of calculating vacation pay, the vacation rights of employees who leave the employ of the company, the problem of statutory holidays occurring within vacation periods, and the question of carrying over unused vacations into the next year, were dealt with less thoroughly, if at all.

Obviously such questions must be disposed of in one way or another; but it would appear that in many cases it has not been necessary to insert clauses in the agreement formally specifying the practice followed, either because the previously existing company policy is mutually satisfactory or because the matter is dealt with through a verbal understanding.

## Length of Vacation

Almost 90 per cent of the workers covered by the 922 agreements analysed are entitled to an annual vacation of at least two weeks. Most, however, are not entitled to receive two weeks until they have completed a number of years of service with the company, commonly three or five. Up to that time a majority of the workers are entitled to one week of vacation annually. Although the maximum vacation for most workers covered by the analysis is two weeks, 40 per cent of the contracts go beyond this to permit three weeks after varying years of service. Allowance for a fourth week is much less common, being provided in only about four per cent of the agreements.

Two general types of vacation plans are included in collective bargaining agreements. By far the most common type provides vacations of increasing length as an employee acquires greater continuous service with the company. Under a particular plan, for example, employees who have completed one year of service may be granted a vacation of one week, employees who have completed five years' service may be entitled to a two-week vacation annually, while employees with 15 years of service may receive three weeks.

Under the less common arrangement, all employees who have completed one year of service receive an annual vacation with pay of the same length. This type will be referred to below as the "fixed-length" plan. The more common general type will be referred to as the "graduated" plan.

The periods of service to qualify for vacations of various lengths as provided in the agreements examined are shown in

*This analysis of vacation with pay plans is based on 922 collective bargaining agreements in the 1,000-agreement sample used for analytical purposes. Out-of-date contracts were excluded from the study.

Tables 1, 2, 3 and 4. In Table 1, 33 contracts are shown as having no provisions for vacations with pay. This does not necessarily mean that the employees of these firms fail to receive vacations. Six of the ten Canadian provinces have legislation in force making an annual vacation compulsory for most categories of employees. Most of the agreements without vacation plans apply to concerns in provinces having such legislation so that the employees covered are assured of receiving vacations of the length specified in the acts.

Provincial laws, for the most part, allow for vacations of only one week annually, which is less than the standard provided in the large majority of the agreements examined. It is also possible that vacation plans exist in some plants which have not been incorporated into the collective agreements.

In the tables, no separation is made between fixed-length vacation plans and graduated plans but approximately one-quarter of the agreements, covering a like fraction of the workers, have a fixed-length plan. The vast majority of fixed-length plans provide for a vacation greater than one week in length after one year of service. Only 31 plans allowing one week after one year of service fail to extend the vacation after longer periods of service. On the other hand, close to 70 per cent of the plans which permit a vacation of two weeks or more following service of one year do not allow any further increase in the length of vacation.

Sixty-five per cent of the workers covered by the agreements analysed are entitled to a vacation of one week following one year of service (see Table 1). An additional 25 per cent, after one year of service, are entitled to a vacation of two weeks or more. The 17 plans specifying a three-week vacation after a year's service apply mostly to employees of various provincial government crown corporations or to certain groups of civic employees. Only three of them allow a longer vacation for further service.

In 6·5 per cent of the vacation plans no reference is made to the length of vacation but only to vacation pay. These state merely that the employee will be entitled to a vacation allowance annually of two or four per cent of his wages (Table 1). Provisions of this nature are found most commonly in agreements in the construction industry.

A two-week vacation after various periods of service is specified for employees covered by approximately 95 per cent of the agreements which provide for a one-week vacation after one year of service with the company. The most common service requirement for a second week of vacation is five years but three years service is also frequently specified (see Table 2).

Among agreements providing for a third week of vacation the most common requirement is 15 years (Table 3); and for the small proportion in which a fourth week is obtainable, 25 or more years of service is usually required.

Comparing the findings of this study with statistical information on vacations from the Department's annual survey of working conditions in the manufacturing industries (L.G., October 1953, pp. 1529-1532), two significant differences are noticeable. First,

**TABLE 1.—VACATION WITH PAY AFTER ONE YEAR OF SERVICE**

| Length of Vacation | Agreements | | Workers Covered | |
|---|---|---|---|---|
| | Number | Per Cent | Number | Per Cent |
| One week | 550 | 59·6 | 501,984 | 65·2 |
| Two weeks | 250 | 27·1 | 188,953 | 24·5 |
| Three weeks | 17 | 1·8 | 10,589 | 1·4 |
| Other length | 13 | 1·4 | 4,512 | 0·6 |
| Vacation allowance two per cent of annual earnings (equivalent to 1 week's pay although actual length of vacation not specified) | 18 | 2·0 | 29,813 | 3·9 |
| Vacation allowance four per cent of annual earnings (equivalent to 2 weeks' pay although actual length of vacation not specified) | 41 | 4·5 | 16,223 | 2·1 |
| Total containing a vacation with pay clause | 889 | 96·4 | 752,074 | 97·7 |
| Total in which agreement does not mention vacations with pay | 33 | 3·6 | 17,754 | 2·3 |
| Total in Sample | 922 | 100·0 | 769,828 | 100·0 |

## TABLE 2.—SERVICE REQUIREMENTS TO QUALIFY FOR TWO-WEEK VACATION WITH PAY

| Two-Week Vacation | Agreements | | Workers Covered | |
|---|---|---|---|---|
| | Number | Per Cent | Number | Per Cent |
| After 1 year of service (including those providing 4 per cent of earnings) | 291 | 31·6 | 205,176 | 26·6 |
| After 2 years of service | 83 | 9·0 | 39,561 | 5·1 |
| After 3 years of service | 144 | 15·6 | 110,830 | 14·4 |
| After 4 years of service | 20 | 2·2 | 28,117 | 3·7 |
| After 5 years of service | 257 | 27·9 | 302,609 | 39·3 |
| After more than 5 years of service | 8 | 0·8 | 2,277 | 0·3 |
| Total providing vacation of two weeks | 803 | 87·1 | 688,570 | 89·4 |
| Total not providing vacation of two weeks | 119 | 12·9 | 81,258 | 10·6 |
| Total in Sample | 922 | 100·0 | 769,828 | 100·0 |

## TABLE 3.—SERVICE REQUIREMENTS TO QUALIFY FOR THREE-WEEK VACATION WITH PAY

| Three-Week Vacation | Agreements | | Workers Covered | |
|---|---|---|---|---|
| | Number | Per Cent | Number | Per Cent |
| After one year of service | 17 | 1·8 | 10,589 | 1·4 |
| After 5 years of service | 13 | 1·4 | 1,466 | 0·2 |
| After 10 years of service | 36 | 3·9 | 25,570 | 3·3 |
| After more than 10 but less than 15 years of service | 7 | 0·8 | 14,781 | 1·9 |
| After 15 years of service | 180 | 19·5 | 188,862 | 24·5 |
| After 20 years of service | 60 | 6·5 | 30,647 | 4·0 |
| After more than 20 but less than 25 years of service | 5 | 0·5 | 25,312 | 3·3 |
| After 25 or more years of service | 49 | 5·3 | 24,387 | 3·2 |
| Total providing vacation of three weeks | 367 | 39·7 | 321,614 | 41·8 |
| Total not providing vacation of three weeks | 555 | 60·3 | 448,214 | 58·2 |
| Total in Sample | 922 | 100·0 | 769,828 | 100·0 |

## TABLE 4.—SERVICE REQUIREMENTS TO QUALIFY FOR FOUR-WEEK VACATION WITH PAY

| Four-Week Vacation | Agreements | | Workers Covered | |
|---|---|---|---|---|
| | Number | Per Cent | Number | Per Cent |
| After 5 to 20 years of service inclusive | 6 | 0·6 | 671 | 0·1 |
| After 25 years of service | 21 | 2·3 | 28,772 | 3·7 |
| After 30 years of service | 2 | 0·2 | 1,814 | 0·2 |
| After 35 years of service | 7 | 0·8 | 27,737 | 3·6 |
| Total providing vacation of four weeks | 36 | 3·9 | 58,994 | 7·6 |
| Total not providing vacation of four weeks | 886 | 96·1 | 710,834 | 92·4 |
| Total in Sample | 922 | 100·0 | 769,828 | 100·0 |

the survey shows a considerably lesser proportion of employees to be entitled to a two-week vacation following one year of service. Second, the annual survey shows that 50·8 per cent of the workers receive a third week's vacation while in this analysis the percentage is approximately 42. The major reason for the differences is that the article based on the survey of working conditions applies to manufacturing concerns only. The agreements used in the present analysis are drawn from all industries. A substantial proportion of the agreements providing vacations of two weeks on completion of one year's service are in non-manufacturing industries. Most of these do not provide for any further vacation. Among the manufacturing agreements included in this study, 55 per cent of the workers are entitled to a third week of vacation compared with 42 per cent of all the workers covered in Table 3.

Under some circumstances an employee who has worked less than a year for a company may be entitled to a fractional vacation. An agreement may simply state that after a worker has been continuously employed for a year, he becomes entitled to his first paid vacation. Presumably, under such plans, an employee commencing work at any time during the year may take his vacation at some mutually suitable time after one year from that date.

Other agreements state that employees who have completed one year of service as of a specified date become entitled to a vacation. Unless some adjustment were made for employees with less than a year of service at the cut-off date, they would not become entitled to a vacation until after the same date of the following year. Still other plants shut down for the vacation period, all employees taking their holidays at the same time. Again, unless some adjustment were made, employees with as much as 11 months of service at the time of the plant shut-down would not receive a vacation until the following year.

Many contracts specifying service cut-off dates or plant shut-downs for vacations purposes allow partial paid vacations for employees having less than a year's service. Among the agreements analysed, more than 40 per cent have a provision of this nature. Most commonly it is stipulated that employees with less than a year of service will receive a fractional vacation proportional to their length of employment. Approximately 10 per cent of the agreements specify proportional pay in lieu of vacation. In another 10 per cent, employees must have worked a certain number of months before becoming entitled to any paid vacation or pay in lieu of vacation. Beyond this a scale of paid vacation, or pay only, is provided for service up to one year.

While most contracts allow vacations in whole weeks (for example, one week after one year of service; two weeks after five years, etc.), 139 of the agreements applying to 26 per cent of the workers covered specify graduated plans in step-ups of less than a week (for example, one week after one year of service; one week and one day after two years; one week and 2 days after three years; one week and 3 days after four years; two weeks after five years). These agreements have been included in the tables without regard for less than full-week vacations.

Another variation concerning the length of vacation which does not show up in the tables concerns about five per cent of the agreements which provide fixed-length vacations with a scale of vacation payments which increases with the employee's service. For example, an agreement may stipulate that all employees shall receive a one-week vacation annually, with two per cent of earnings during the preceding year being paid to those with less than 5 years' service, four per cent for those with more than 5 years, and 6 per cent for employees with 20 years or more of service. These few agreements have been included in the tables on the basis of four per cent of earnings representing two weeks and six per cent being equivalent to three weeks.

## Calculation of Service Requirements

While, as a rule, collective agreements state that vacations of specified lengths are to be allowed after various periods of continuous service, very few set forth the factors to be considered in calculating continuous service for vacation purposes. Presumably, employees absent with authorization or laid off with the right to be rehired would be regarded as in the continuous service of the company. Presumably also, factors set forth in other sections of collective agreements dealing with absences not to be considered as constituting a break in service would have application to the vacation plan. These frequently include authorized leaves of absence and lay-offs of a stated duration.

A small proportion of the agreements analysed, approximately seven per cent, do specify, as part of the vacation clause, certain absences which are to be counted as time worked in calculating length of

service. About six per cent of the agreements mention absence because of illness and the majority limit the allowable time to a specified number of days per year. A very few agreements mention that such time as periods of lay-off, periods spent in the armed services and periods of authorized leave will be regarded as continuous service with the company for vacation purposes. Thus, under a plan that permits one week's vacation after one year of service and two weeks after five years, in calculating whether an employee has five years of continuous service, authorized absences as provided for would be counted as time worked.

Another aspect of vacation eligibility, dealt with in only a minority of the agreements, concerns work requirements to qualify for a full vacation in any particular year. For example, a vacation plan may specify two weeks of vacation after five years of continuous service. An employee may have completed his sixth year with the company but may have been away from work a good deal during the preceding year. Under 20 per cent of the agreements, applying to 37 per cent of the workers covered, the employee must have met a minimum work requirement during the preceding year to qualify fully for the vacation to which he would normally be entitled. The employee must have worked a specified number of hours, shifts, or days according to most of the provisions of this nature. Other provisions state that the employee must have worked in a specified number of pay periods. Many clauses of these types are modified so that certain lost time is disregarded. Thus, time lost through sickness and for other authorized leave of absence is frequently regarded as time worked for this particular purpose although the amount of such time that will be so recognized is usually limited to a specified number of days or weeks.

Where employees have not fulfilled the specified minimum work requirements for the preceding year, one of two results will follow. Under some agreements, the worker who has not completed the minimum work is denied his vacation; but more often his vacation, or vacation pay, is scaled downward according to the extent of absence beyond that permitted.

A number of agreements handle this matter by allowing a certain amount of vacation per period of time worked, for example, half a day for each 23 days worked during the year. A provision of this nature is found more commonly in railway agreements than in the contracts of other industries.

Provisions requiring a minimum of work during the year in order to qualify for a full vacation are most frequently found among agreements in which the paid vacation is calculated on the regular hours of work at the normal straight-time rate of pay. In agreements where vacation pay is based on a percentage of the employee's earnings during the previous year, any absence automatically reduces his vacation pay.

## Calculation of Vacation Pay

Close to half the agreements examined did not include any reference to the amount of vacation pay or its method of calculation. Among the remainder, the two common means set forth for calculating vacation pay are: (1) the product of the employee's standard weekly hours of work and current straight-time hourly wage rate for each week of vacation or, in the case of weekly- or monthly-rated employees, continuance of the regular salary for the vacation period; and (2) a specified percentage of the employee's earnings during the preceding year (usually two per cent for a one-week vacation, four per cent for two weeks, and six per cent for three weeks). Each of the two methods was found to be the basis of vacation pay in approximately one out of every five agreements. Other bases such as regular weekly hours multiplied by average hourly wage rates during a preceding period, average weekly hours during a preceding period times the current wage rate, or average weekly pay during a preceding period were each found in a small percentage of the agreements analysed.

In the large majority of agreements there is no mention as to whether such items as overtime pay, shift differentials, production bonuses, and holiday pay are to be included in calculating vacation pay. The question would of course arise only where the percentage of earnings method of computing vacation pay is in use or where it is not clearly stated that pay is based on straight-time rates. Only small numbers of the agreements specifically include or exclude the mentioned items from consideration.

## Other Provisions

***Employment Severance***—According to the terms of more than 40 per cent of the contracts analysed, employees are entitled, upon severance of employment, to pay for any vacation earned and unused. Thus, an employee entitled to two weeks of vacation annually who left the company

after six months of the vacation year without having taken any of his vacation would be entitled to vacation pay for one week.

Such clauses are, however, not always unconditional. About 10 per cent of the agreements with a severance provision state that an employee must have completed one year of service before the provision will apply. A small number stipulate that the employee must have earned a certain minimum of vacation credits to be eligible for proportionate vacation pay on severance of employment. Employees dismissed for cause will not be paid for any unused vacation under a few of the contracts.

***Statutory Holidays***—About one out of every four agreements specifies that when a paid statutory holiday occurs during an employee's vacation period either an extra day of vacation or an extra day's pay will be allowed.

***Call-In***—Only half a dozen agreements deal with the possibility of an employee being called to work during his vacation because of an emergency. They specify the payment of premium rates under these circumstances.

***Seniority***—One-fifth of the agreements covering 30 per cent of the workers included in the sample specify that seniority will be considered in the selection of vacation periods. Older service employees have first choice of the times at which vacation will be taken.

***Accumulation***—Most of the agreements examined have nothing to say about carrying over to the following year all or part of a current vacation. However, close to 30 per cent do state that vacations must be taken during the current year and may not be accumulated. Less than two per cent make any provision for accumulation.

***Plant Shut-Down***—Slightly more than one-fifth of the workers are covered by agreements which apply to plants which shut down during the vacation period. All employees must usually take their vacation at this time and workers whose seniority entitles them to a vacation of lesser length than the shut-down may be off work without pay for a short period.

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# Collective Agreement Act, Quebec; Industrial Standards Act, Ontario

During May, certain changes in wage rates and working conditions were made obligatory by Orders in Council under the Collective Agreement Act, Quebec. Four of thirteen Orders in Council provided wage changes, as well as minor changes in specified paid and unpaid statutory holidays, hours, vacations, etc.

In the printing industry, Montreal District, minimum hourly rates are now increased by from 1 to 5 cents and a new provision specifies that two days' wages may be claimed, either by employee, or employer, in the event that a week's notice of severance of employment, or dismissal, is not given. In addition, a new section in the Montreal printing trades agreement governs working conditions of employees in establishments printing weekly newspapers throughout its territorial jurisdiction, except the Island of Montreal.

In the construction industry at Quebec, minimum hourly rates are increased by 5 cents and minimum weekly rates for permanent maintenance men are now $2.50 per week higher. A new clause provides one hour's pay to employees reporting to work, if no work is available, and if they have not been notified in advance.

In funeral services at Montreal, minimum weekly rates for certain classifications are increased by $2 per week. In the baking industry at Trois Rivières, hours in establishments employing three or more journeymen bakers and apprentices, and pastry-cooks are reduced from 60 to 54 per week, with no change in weekly wage rates. In iron oxide mining at Red Mill, minimum hourly rates are increased by 9 cents and paid holidays are increased by one.

Under the Industrial Standards Act in Ontario new schedules were made binding for painters at Brantford, carpenters at Cornwall and for plumbers at London. These new schedules replace those which have been in existence for two years or more (in one case as far back as 1937) and have been made to conform to the conditions set by collective agreements in the intervening years. As a result, wage changes since the last schedules range from 10 cents to $1.25 per hour.

# Legal Decisions Affecting Labour

**British Columbia appeal court holds that bargaining unit cannot be broken up without consent of majority of employees in it. Manitoba laundry union restrained from prosecuting employer. Ontario court prohibits all picketing during illegal strike. Quebec court refuses to review magistrate's ruling that plumber had violated provincial Act**

The appeal court in British Columbia has allowed an appeal from a judgment which would have permitted the Labour Relations Board to entertain applications for certification as bargaining agent for three single-hotel units now forming part of 30-hotel bargaining unit. In Manitoba a laundry was granted a writ of prohibition to prevent further proceedings by a union which had obtained consent from the Manitoba Labour Board to prosecute the company for unfair labour practices.

In one of the two Ontario decisions reported below, the High Court granted an injunction to prohibit picketing by a construction workers' union during an illegal strike; in the other it dismissed a union's application for an order to refer to the Labour Relations Board a question concerning collective bargaining which had arisen in a court proceeding.

The Quebec Superior Court refused to review a magistrate's decision imposing a fine on a plumber for his violation of a provincial statute requiring him to belong to the corporation of plumbing contractors.

## British Columbia Court of Appeal...

**...holds that bargaining unit cannot be broken up without consent of majority of employees in it**

On March 26 the British Columbia Court of Appeal allowed the appeal brought by a hotel association and a union from a Supreme Court judgment permitting the provincial Labour Relations Board to deal wtih the applications of another union for certification as bargaining agent for the employees of three hotels which belonged to a 31-hotel bargaining unit (L.G., May, p. 681). The appeal court held that the Industrial Conciliation and Arbitration Act did not give the Labour Relations Board authority to break up a bargaining unit unless it was satisfied that a majority of employees in the existing unit were no longer members of the union certified as bargaining agent.

Chief Justice Sloan gave the facts of the case. On February 27, 1952, Local 28 of the Hotel and Restaurant Employees' Union was certified as bargaining agent for the employees of 31 hotels included in the British Columbia Hotels Association. On April 1, 1953, the Labour Relations Board certified the Alcazar Hotel Employees' Mutual Benefit Association as the separate bargaining agent for employees of the Alcazar Hotel, one of the 31 hotels. On April 28, 1953, Local 260 of the British Columbia Hotel Employees' Union applied for certification as bargaining agent for employees of three other hotels in the unit, the Georgia, Marble Arch and Niagara Hotels. The hotel association obtained an order *nisi* for a writ of prohibition to restrain the Board from taking any steps toward the certification of Local 260. Its application to make this writ absolute was dismissed by the British Columbia Supreme Court.

The hotel association and Local 28 then appealed from this judgment, contending that under the circumstances the Board was without jurisdiction to entertain the applications of Local 260. They submitted that, where a bargaining unit is already in existence, the Board may not certify a bargaining agent for a different unit or units composed of a part of the existing unit un'ess it is satisfied that a majority of employees in the existing unit are no longer members of the union that is the certified bargaining agent. Their argument

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

was that, since a unit is an entity created by the will of the majority of employees comprising it, it cannot be broken into pieces by the wishes of a minority of the unit but only by a majority.

Chief Justice Sloan considered that the contention of the appellants must prevail. He emphasized that the intention of the ICA Act was to create and maintain industrial peace by putting into effect the principle that the will of the majority must be imposed on the minority. The Act provided that a union claiming to have as members a majority of employees in a unit appropriate for collective bargaining could apply to the Board for certification, and that, if the Board found that the unit was appropriate and that the applicant union did represent a majority of employees in the unit, it must certify the union. His Lordship considered that where these factual conditions had been established to the satisfaction of the Board certification was mandatory. Once it was certified the bargaining agent had authority to bargain on behalf of all employees in the unit whether or not they were union members. The collective agreement concluded between the union and the employer was binding on all employees in the unit.

The Act did contemplate changing conditions in industry. Union membership was not always static. The certified union might have represented a very small majority of the employees in the unit and that balance might shift to a rival union during the life of the collective agreement. The Act provided that no new application for certification could be made during the first 10 months of an agreement but after that period an application could be made by a different union under Section 10(1)(c) of the Act.

His Lordship considered that in the case of such an application, where there had previously been a certified bargaining agent, one of the questions to be determined by the Board on an application for certification, the appropriateness of the bargaining unit, had already been determined on the original application. The one remaining question for the Board to decide was whether a majority of employees in the unit were members of the new applicant for certification. If they were, then the Board must certify the applicant. Section 13 indicated that the certification of a new bargaining agent for the unit revoked the original certification and that the new bargaining agent inherited any collective agreement in force.

Chief Justice Sloan concluded:—

> In summation it seems to me that the one thread running throughout the Act is the doctrine of majority control. It follows that once the majority creates the bargaining authority for the unit the majority of the unit must agree before the unit can be represented by another bargaining authority either in whole or in part. To hold otherwise is to encourage fragmentation of existing bargaining units and this would in time tend to weaken the stability of labour and management relations—a cornerstone of the present Act.

The Chief Justice then gave his views on some of the arguments of the respondents, the Labour Relations Board and Local 260. Their counsel directed the Court's attention to the judgment of the British Columbia Supreme Court in the Alcazar Hotel case, in which the Board's certification of the Alcazar Hotel Employees' Mutual Benefit Association as the bargaining agent for employees of that hotel in place of Local 28 was called into question (L.G., April, p. 561). In that case Mr. Justice Clyne upheld the Board's jurisdiction to certify the employees' association, holding that it had acted within the power given it by Section 58(2) of the Act to vary or revoke any order or decision made by it.

Chief Justice Sloan was of the opinion that this section did not apply to the revocation of certifications. He considered that the Board had an obligation to certify a union once it had found the required factual conditions to exist and that there was no "order" to vary or revoke. The necessary finding of fact leading to certification could perhaps be called a decision of the Board but once the Board had determined the facts it was compelled to issue a certificate. To hold that because of some change in the facts since the certification the Board could at any time thereafter, under the powers conferred by Section 58(2), cancel the certification in whole or in part was to interpret that section too widely, His Lordship held. Other sections of the Act, which contained the machinery for decertification, would be redundant if Section 58(2) vested the same power in the Board. He pointed out that Mr. Justice Macfarlane had stated in *In re Rex and Labour Relations Board (B.C.)* [1949] 2 WWR 873 that Section 58(2) did not cover decertification because special provision was made in Section 12(7) for cancelling the certification of a bargaining agent.

Counsel for the respondents also drew attention to Mr. Justice Davey's decision in *United Steelworkers of America* v. *Labour Relations Board* (L.G., Jan., p. 117),

in which he held that the word "unit" in Sections 10 and 13 "means both a whole unit or part of a unit according to the circumstances" and that "the fact that a unit applied for includes the whole or part of another existing unit will not prevent the Board from proceeding to determine whether the unit in respect of which the current application is made is one appropriate for collective bargaining". Chief Justice Sloan agreed with that statement of the Board's powers but considered that the Act authorized the Board to break up an existing unit only if it was satisfied that a majority of employees in the existing unit were no longer members of the certified bargaining agent. He stated that the facts and the real issue in the case at bar were entirely unlike those in the case cited.

Chief Justice Sloan stated that he agreed with the following sentence from the judgment of the Supreme Court in the case at bar: "It is a clear principle of the Act that employees may belong to the union of their choice and they have a *prima facie* right at least to have the union of a majority of them appointed as their bargaining authority." Local 28 before its certification must have satisfied the Board that a majority of the employees in the unit were its members. His Lordship concluded: "To permit dissidents after certification to apply to create a new unit in violation of the will of the majority of employees in the unit is, it seems to me, contrary to the spirit, the intention and the language of the Act."

Mr. Justice Smith dissented from the judgment of the Court. Appellants contended that once a unit had been recognized under the Act it must remain a constant. In the case at bar a majority of the employees in the new union wanted a new bargaining agent but a majority of the employees in the old unit represented by Local 28 did not. The meaning of the word "unit" was therefore the crux of the matter. Mr. Justice Smith inferred from the Act that there was nothing to prevent any group of employees from forming a new unit, provided that they formed a distinguishable group that the Board considered appropriate for collective bargaining. The change of a bargaining agent during a collective agreement would not disturb the conduct of the employers' business because Section 12(8) provides that the agreement remains in force.

Appellants contended also that a new bargaining agent could not be certified because 10 months of the term of the second collective agreement between the hotel association and Local 28 had not elapsed at the time when the Board began its hearing of Local 260's application. Mr. Justice Smith stated that the Act only requires 10 months of the term of the current collective agreement to have elapsed at the time when a new union applies for certification, and that this was the case when Local 260 made its application. The fact that Local 28 concluded another collective agreement after Local 260 made its application was not relevant. Mr. Justice Smith would have dismissed the appeal.

The Court, however, allowed the appeal of the hotel association and Local 28 from the judgment refusing to make absolute the writ of prohibition restraining the Board from taking any steps towards the certification of Local 260. *In re British Columbia Hotels Association and Labour Relations Board (British Columbia) et al* [1954] 11 WWR (NS) 685.

## Manitoba Court of Queen's Bench...

**... holds union not entitled to prosecute laundry for alleged violations of Labour Relations Act**

The Manitoba Court of Queen's Bench on April 6 granted the application of a Winnipeg laundry for a writ of prohibition to prevent a union from proceeding with 10 prosecutions against the company for alleged violations of the Manitoba Labour Relations Act. Consent to prosecute had been given by the Manitoba Labour Board.

The informations had been laid under the Criminal Code by Emil Walterson and by the Laundry and Dry Cleaning Workers' Union. The Court held that neither of these was a proper informant, since neither was an aggrieved person. Mr. Justice Campbell stated that no consent had been given for Emil Walterson to be the prosecutor. On the other hand, if the real prosecutor was the union, it could not be an informant. Section 46(1) of the Manitoba Labour Relations Act provides that a prosecution for an offence under the Act may be brought *against* an employers' organization or a union but does not make provision for either to be an informant.

On these grounds the Court granted the writ of prohibition sought by the laundry. *In re Walterson and Dry Cleaning Workers' Union and New Method Launderers Limited* [1954] 11 WWR (NS) 645.

## Ontario High Court of Justice...

**... grants injunction prohibiting picketing during strike found illegal by Labour Relations Board**

On February 12 the Ontario High Court of Justice granted the application of a construction company for an injunction to

prevent picketing during a strike which had been determined unlawful by the Ontario Labour Relations Board.

Mr. Justice Wells gave the facts of the case in his reasons for decision. The plaintiff, a construction company in the Niagara peninsula, was engaged in erecting a building for the Bank of Montreal in Niagara Falls. On January 22, Mr. Smith, the president of the construction company, was informed by the manager of the Bank of Montreal that district representatives for Local 713 of the United Brotherhood of Carpenters and Joiners of America had told him that the Bank of Montreal building would be picketed. No negotiations had taken place between the company and the local and no application for certification as a bargaining agent had been made by Local 713 or by any other union. Later the same day the defendants Jones and Chartrand, the district representatives of Local 713, went to Mr. Smith's office and told him that unless he signed a contract with the local all places where the company was performing work would be picketed on Monday, January 25.

On January 25 pickets were placed at the Bank of Montreal building in Niagara Falls, with the result that plumbers and other tradesmen refused to go in and all work on the building was suspended. The evidence also showed that two of the plaintiff's employees and five plasterers and helpers employed by a subcontractor of the plaintiff refused to cross the picket line at the federal building in Ridgeway, another building being erected by the plaintiff company. Certain other companies and persons with whom the company had contracts requested it to stop work on their jobs because the union representatives had threatened to picket their plants if the plaintiff's employees did any work there. An employee who was a member of Local 713 told Mr. Smith that if any union member worked on any of the premises picketed he would be liable to a fine and other penalties.

The company applied to the Ontario Labour Relations Board for a declaration that the strike was unlawful. On February 3 the Board sent a letter to the company and to Local 713 informing them that it found the strike unlawful under the Ontario Labour Relations Act. The two labour members of the Board dissented from this decision.

Counsel for the defendants argued that the evidence did not disclose any unlawful action and that there was an absolute common law right to picket peacefully. In support of this proposition reference was made to *General Dry Batteries of Canada Limited* v. *Brigenshaw* (L.G., 1952, p. 188) in which Mr. Justice McRuer refused to prohibit peaceful picketing. The defendants' counsel also argued that since the material filed gave no evidence of a strike at all and that this could be determined only after the trial of the action no injunction should be granted in advance. He maintained that an injunction was an extraordinary remedy and that, since in this case there was no evidence of violence on the part of the pickets, damages would be quite adequate compensation.

Mr. Justice Wells observed that when the decision was given in *General Dry Batteries of Canada Limited* v. *Brigenshaw* the employer had applied to the Labour Relations Board for a declaration that the strike was unlawful but the application had not been dealt with. There was no judicial finding either by the Court or by the Board that the strike was unlawful. The Chief Justice in that case restrained by injunction the acts of the pickets that he regarded as unlawful but felt unable to restrain what he regarded as lawful conduct.

In the case at bar there was a finding by the Labour Relations Board that Local 713 had called an unlawful strike. In view of that, Mr. Justice Wells was of the opinion that the picketing could not be considered lawful picketing. He stated: "Section 50 of the Labour Relations Act prohibits any officer, official or agent of a trade union from counselling, procuring, supporting or encouraging such an unlawful strike, and what is unlawful may surely be restrained by the courts."

In support of the view that what is done in consequence of unlawful acts may be restrained, His Lordship cited the case of *National Sailors' and Firemen's Union of Great Britain and Ireland* v. *Reed* [1926], which arose out of the general strike that occurred in Great Britain that year. He also referred to the judgment of the Ontario Court of Appeal in *Fokuhl* v. *Raymond* [1949] 4 DLR 145, a case in which some of the principles involved in the case at bar arose. Mr. Justice Roach stated there: "It is trite law that it is a violation of legal right to interfere with contractual relations recognized by law if there be not sufficient justification for the interference ..."

Mr. Justice Wells stated that in the case at bar it was perfectly clear that the effect of setting up the picket lines, even though they were peaceful and well-behaved, was to interfere without any legal justification in the contractual relation existing between the construction company and the owners of the various properties picketed. The

mere fact that on certain occasions the right to picket had been held to be established must not blind the eyes of the Court to the consequences of the acts under consideration in this case.

The Ontario Labour Relations Act set up a code of procedure which it was hoped would avoid the dislocation and monetary loss from acts such as had occurred in this case. They were not only contrary to the whole policy of the Act, and indeed in direct breach of Section 50, but were obviously dangerous and irresponsible. Until the union brought its acts within the law the court must give the plaintiff company protection by granting its application for an injunction.

His Lordship stated that it might well be that what had occurred was "watching and besetting," prohibited by the Criminal Code. However, he preferred to base his judgment on the ground that since the Labour Relations Board had determined that there was an illegal strike those wholly or partly responsible for the strike could be restrained by injunction.

The Court granted an injunction prohibiting all picketing of any premises where the plaintiff company was engaged in construction work. *Smith Bros. Construction Co. Ltd.* v. *Jones et al* [1954] 2 DLR 117.

## Ontario High Court of Justice...

**...dismisses union's application for an order to refer a question to the Labour Relations Board**

The Ontario High Court on January 18 dismissed a union's motion for an order to refer to the Ontario Labour Relations Board the question of whether or not the union was the certified bargaining agent for a particular unit of employees.

The question arose during a court proceeding. The plaintiff in the case, Swift Canadian Co. Ltd., maintained in its statement of claim that Local 307 of the United Packinghouse Workers of America was the bargaining agent for certain of its employees in Plant No. 1 but that its employees in Plant No. 2 were not represented by any bargaining agent. The defendants maintained that Local 307 was the certified bargaining agent for all the company's employees at Stratford below the rank of foreman, except office and sales staff, and denied the allegation that the plaintiff's employees in Plant No. 2 were not represented by a bargaining agent.

The defendants applied for a court order referring the question to the Ontario Labour Relations Board, claiming that Section 68(1) of the Ontario Labour Relations Act took away from the Supreme Court of Ontario jurisdiction to determine the question raised in the statement of claim. Section 68(1) states: "The Board shall have exclusive jurisdiction to exercise the powers conferred upon it by or under this Act and without limiting the generality of the foregoing, if any question arises in any proceeding ... (f) as to whether a trade union represents the employees in a bargaining unit,... the decision of the Board thereon shall be final and conclusive for all purposes..."

Mr. Justice Ferguson was of the opinion that the word "proceeding" in Section 68(1) referred to a proceeding before the Board and not to one before a court. Since no provision was made for removing any question from the Supreme Court to the Board, matters to be decided by the Board must be taken there by the parties. If the trial judge should decide that this question was beyond the jurisdiction of the Court, he could allow it to stand or stay the action until the matter had been decided by the Board. However, no machinery existed for referring the matter to the Board. His Lordship dismissed the union's motion. *Swift Canadian Co. Ltd.* v. *Dancavitch et al* [1954] 2 DLR 398.

## Quebec Superior Court...

**...refuses to review ruling that plumber violated Act requiring membership in plumbers' corporation**

On January 18 the Quebec Superior Court at Hull rejected the application of a plumber for a writ of *certiorari* to quash a magistrate's judgment fining him $50 for violating the Plumbing and Heating Contractors of the Province of Quebec Act by falsely representing himself as a plumbing and heating contractor.

Mr. Justice Ste-Marie delivered the judgment of the Court. On September 23, 1953, the plaintiff had been found guilty by a district magistrate of violating Section 20(c) of the Plumbing and Heating Contractors of the Province of Quebec Act. [The Act, passed in 1949, establishes a corporation of plumbing and heating contractors and requires all individuals and companies engaged in installing or repairing plumbing or heating systems to be members of the corporation.] Section 20(c) of the Act reads:—

> Whoever not being a member in good standing of the corporation:
>
> (c) Lets one falsely believe or assume, causes it to be falsely presumed either by a title or qualification which he assumes, or by affixing before or after his name letters or signs tending to make one believe

or in any other manner whatsoever cause one to believe that he is authorized to ply the trade or who uses without right the name of plumbing and heating contractor, commits an infraction to the present Act and is liable to a fine of not less than fifty dollars . . .

The plaintiff asked the Court to review the magistrate's judgment on a writ of *certiorari*. He alleged that there had been excess of jurisdiction and grave injustice in the magistrate's ruling. Article 1292 of the Code of Civil Procedure provides that in cases where no appeal is given from certain specified inferior courts the judgment may be revised by means of a writ of *certiorari*.

In this case the judgment was given by a district magistrate apparently under the Quebec Summary Convictions Act. Mr. Justice Ste-Marie stated that this was not a judgment which could be revised by *certiorari* under Article 1292.

Even if Article 1292 were applicable, Article 1293 provided that *certiorari* could be granted only if there had been excess of jurisdiction, if the judgment had been based upon regulations which were null, or if there had been serious irregularities in procedure. "Grave injustice" was not a ground for the issuing of a writ of *certiorari*.

The plaintiff based his claim of "excess of jurisdiction" on the allegation that Section 20(c) of the Plumbing and Heating Contractors of the Province of Quebec Act was *ultra vires* because it conflicted with the Quebec Pipe-Mechanics Act. Section 7 of the latter Act reads:—

A contractor's licence must be granted:
1. To any person who has satisfactorily passed the examination prescribed for journeymen and has filed an application to be registered as a contractor and paid the prescribed fees . . .

The plaintiff had obtained a licence under this Act.

Mr. Justice Ste-Marie stated that a person who had obtained a licence under the Pipe-Mechanics Act did not automatically become a member in good standing of the corporation of plumbing and heating contractors and had no right to let it be presumed that he was entitled to practise the trade of plumber. His Lordship held that Section 20(c) of the Plumbing and Heating Contractors of the Province of Quebec Act was not *ultra vires*, and that the writ of *certiorari* could not be issued. The magistrate had evidently come to the conclusion that the plaintiff had violated the Act. *Certiorari* could not be granted for the purpose of reviewing a case on its merits.

The plaintiff's application was rejected with costs. *Giroux* v. *Millar et Corporation des Entrepreneurs en Plomberie et Chauffage* [1954] CS Montréal 185.

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# Recent Regulations, Federal and Provincial

**New steamship machinery inspection regulations issued under Canada Shipping Act. Manitoba's annual fair wage schedule for construction industry approved. Higher minimum wage set in B.C. fruit processing**

Regulations under the Canada Shipping Act for the inspection of steamship machinery have been replaced.

The 1954-55 schedule of wages and hours for both public and private construction work in Manitoba went into effect May 1. The schedule, which is drawn up by the Fair Wage Board chiefly on the basis of existing collective agreements, sets minimum wages and maximum hours for building construction in two zones, the Winnipeg district and the larger cities and towns, and for bridge and road construction throughout the province.

A new order for the fresh fruit and vegetable processing industry in British Columbia raises the minimum wage for men and women to 75 and 60 cents an hour, respectively, subject to the provisions of the Equal Pay Act which requires equal pay for men and women doing the same work in the same establishment.

The maximum supplementary allowance now payable in Alberta to needy persons in receipt of old age assistance, old age security or blind persons' allowances is $15 a month rather than $10.

## FEDERAL

### Canada Shipping Act

*Steamship Machinery Inspection*

New regulations under the Canada Shipping Act governing the inspection of steamship machinery were approved by P.C. 1954-580 on April 14 and gazetted April 28. They replace Sections 1 to 25

of Part I of the regulations for the inspection of boilers and machinery of steamships, established by P.C. 3111 of July 13, 1948, and the regulations for the inspection of boilers fitted for any purposes other than propelling purposes, established by P.C. 4408 of August 31, 1949.

The "machinery" covered by the regulations includes the propelling engines, boilers, pumps, steering engines, windlasses, and all similar apparatus required for the safety and operation of a steamship. Inspection is carried out, under the supervision of the Board of Steamship Inspection, by steamship inspectors appointed under the Act.

*Pilotage Rates for Botwood*

Pilotage rates for the port of Botwood, Newfoundland, fixed by P.C. 1954-720 of May 13, gazetted May 26, replace those established by P.C. 6456 of December 4, 1951. Vessels up to 600 tons are now exempt from pilotage dues and a higher rate is fixed for vessels exceeding 1,300 tons.

## PROVINCIAL

### Alberta Supplementary Allowances Act

A monthly increase of $5 in the supplementary allowances payable to recipients of old age security, old age assistance and blind persons' allowances was authorized by an amendment to the Alberta Supplementary Allowances Act which came into force April 1. Regulations governing the granting of the increased allowances were approved by O.C. 598-54 of April 29, gazetted May 15, amended by O.C. 693-54 of May 7, gazetted May 31. They replace regulations issued in 1952.

The maximum supplementary allowance now payable is $15 a month. The regulations, effective from April 1, set out details of administrative procedure for the paying of these allowances and prescribe the means test with which an applicant for a supplementary allowance must comply. For example, a single person who receives old age security of $480 a year and whose additional yearly income does not exceed $240 is eligible for the supplementary allowance of $180 a year. Thus, his total annual allowable income is $900. In the case of a married couple where one receives a blind person's allowance of $480 and the other, old age assistance of $480, each will receive the supplementary allowance of $180 a year provided their combined additional income is not more than $120. The total allowable income of such a couple is therefore $1,440 a year.

The total allowable income is similarly set out for other cases, depending on marital status, blindness and the type of allowance (old age security, old age assistance, blind person's allowance) received by the man or his wife.

The total allowable annual income includes the allowance paid under the Act and assistance to the recipient or his spouse under the Old Age Security Act (Canada), the Old Age Assistance Act or the Blind Persons Act. The Pensions Board which administers the Act must also consider as income any interest from real or personal property and the value of board or lodging furnished either free or for a nominal charge. The amount considered as income where board and lodging are thus supplied may not be less than $10 a month for lodging, $20 a month for board, or $30 a month for board and lodging for a single person and $15, $30 and $45, respectively, for a married couple.

A second Order in Council, O.C. 599-54 of April 29, also gazetted May 15, authorized an agreement between Alberta and British Columbia which provides for the payment of the Alberta supplementary allowances to recipients now living in British Columbia and for the payment of the British Columbia cost of living bonus (also up to $15 a month) to recipients now living in Alberta.

### British Columbia Hours of Work Act

The regulation which exempts the fresh fruit and vegetable industry from the British Columbia Hours of Work Act during the summer months has been reissued. The new regulation, No. 21N, issued May 5 and gazetted May 27, applies from June 1 to November 30, 1954, to all operations in or incidental to the canning, preserving, drying or packing of any kind of fresh fruit or vegetable.

### British Columbia Male and Female Minimum Wage Acts

*Fruit and Vegetable Industry*

Minimum wages for men and women in the fresh fruit and vegetable industry were increased by Order 46 of May 5, gazetted May 27 and effective May 31. The order, which replaces separate orders issued in 1946 for male and female employees, raises the minimum rate for men from 48 to 75 cents an hour and for women from 40 to 60 cents an hour.

Special overtime rates are set for the busy season during which the industry is exempted from the limits set by the Hours

of Work Act. From June 1 to November 30 in each year, time and one-half the regular rate must be paid for the first two hours worked in excess of nine hours and double time for any hours in excess of 11 in a day. A new section specifies that time and one-half must be paid for any overtime in excess of 54 hours in a week which is not calculated on a daily overtime basis.

Overtime work is not permitted after eight hours in a day or 44 in a week during the period from December 1 to May 31 except with a permit from the Board. When overtime work is permitted, time and one-half must be paid for all hours in excess of eight in a day or in excess of 44 in a week where the hours worked do not exceed eight in any one day. In addition to posting the order, the employer must now also post a schedule setting out the shifts of each of his employees from December 1 to May 31.

The order contains the usual daily guarantee of at least three hours' pay to any employee reporting for work on the call of the employer. Students reporting for work on school-days on the call of the employer must receive at least two hours' pay at their regular rate.

After five consecutive hours of employment, a rest period of at least an hour must be given. If, however, 75 per cent of the employees in the establishment sign a petition requesting a shorter period free from duty, a shorter rest period (not less than half an hour) may be instituted, with the approval of the Board. The same provision was contained in the earlier orders.

*Exemption from Acts*

Employees of the Salvation Army employed at Harbour Light Centre in Vancouver have been declared exempt from the operation of the Male and Female Minimum Wage Acts. The exemption was made by Regulation 2 on May 18, gazetted and effective May 27.

## Manitoba Fair Wage Act

*Fair Wage Schedule for 1954-55*

The annual schedule of minimum rates of wages and maximum hours of work prescribed by the Fair Wage Board for certain public and private construction work in Manitoba (Reg. 19/54) was gazetted April 24 and will be in effect from May 1, 1954, to April 30, 1955. The schedule as regards Zone "A" rates and hours (Greater Winnipeg) is chiefly based on provisions of existing collective agreements. Zone "A" rates apply to public and private work in Winnipeg and a 30-mile radius; Zone "B" rates apply to public work elsewhere in the province and to private work in cities and towns with a population of more than 2,000. These include Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Steinbach, Swan River and The Pas.

"Public work" includes public works authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister and an employer.

"Private work" means the construction, remodelling, demolition or repair of any building or construction work in the Greater Winnipeg Water District or of any such work, irrespective of the number of contracts made, in any city or town with a population exceeding 2,000, or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in Council, provided that the total cost of such work exceeds $100.

The only change in hours in Part I of the schedule is that a maximum 44-hour week is set for elevator constructors and helpers in Zone "B" rather than a 40-hour week, as before. The minimum hourly wage rates for these workers in both zones were raised from $1.92 to $2 for elevator constructors and from $1.34 to $1.40 for helpers.

Other hourly rates raised in the new schedule were those for: (a) bridge and structural steel and iron workers in both zones, terrazzo and oxychloride workers employed as layers in both zones, and for stonecutters in Zone "A" (increased by five cents an hour); (b) mastic floor spreaders and layers in both zones and cement finishers (in warehouse or large floor area jobs) in Zone "A" (increased by 10 cents an hour); and (c) roofers (mop handlers) and linoleum floor layers in both zones (increased by 20 cents an hour). The rates for lathers working on wood, wire and metal in Zone "A" were increased from $1.70 to $1.80 per hour until July 31 and by an additional ten cents after that date.

Mastic floor kettlemen, rubbers and finishers are no longer listed in the schedule. Oxychloride workers on floors without a polished terrazzo finish have been added to the schedule with the same hours and rates as cement finishers.

The maximum hours and minimum wage rates in Part II of the schedule, which applies to public road and bridge works, are unchanged.

Time worked in excess of the standard weekly hours listed in the schedule must be paid for at not less than time and one-half the minimum scheduled rate and work on Sundays must be paid for at double time.

The schedule also notes that employers in construction work in Greater Winnipeg must affix vacation-with-pay stamps in a worker's stamp-book to the extent of two per cent of the total wages earned in each pay-period.

The schedule follows:—

## SCHEDULE "A"—PART I

Zone "A" Rates Apply:
To both "public work" and "private work" as above defined, Winnipeg and a radius of thirty (30) miles, measured from the intersection of Osborne Street and Broadway Avenue.

Zone "B" Rates Apply:
(1) To "public work" as above defined, in all other parts of the province except where Zone "A" rates apply.
(2) To "private work" as above defined, in cities and towns which have a population exceeding 2,000 except where Zone "A" rates apply.
(3) In the Town of Flin Flon the minimum basic wage rate specified in Zone "B" applies but the maximum hours per week shall in all cases be 48.

The following schedule shall apply from and after May 1st, A.D. 1954, on "Private Work" and on "Public Works", as described above:

| Occupation | Zone "A" | | Zone "B" | |
|---|---|---|---|---|
| | Basic Minimum Wage Rate Per Hour | Maximum Hours Per Week | Basic Minimum Wage Rate Per Hour | Maximum Hours Per Week |
| | $ | | $ | |
| 1. Asbestos Workers— | | | | |
| (a) Journeymen | 1.80 | 40 | 1.70 | 48 |
| (b) 1st Class Improvers | 1.50 | 40 | 1.45 | 48 |
| (c) 2nd Class Improvers | 1.35 | 40 | 1.30 | 48 |
| 2. Bricklayers | 2.10 | 40 | 1.95 | 44 |
| 3. Bridge and Structural Steel and Iron Workers | 1.95 | 40 | 1.95 | 44 |
| 4. Carpenters and Millwrights | 1.90 | 40 | 1.75 | 44 |
| Carpenters | City of Brandon | | 1.80 | 44 |
| 5. Cement Finishers and Oxychloride Workers on floors without a polished terrazzo finish (in warehouse or large floor area jobs) | 1.35 | 48 | 1.20 | 48 |
| 6. Electrical Workers (inside wiremen, licensed journeymen) | 1.90 | 40 | 1.75 | 48 |
| Helpers with two (2) years or more experience assisting journeymen | 1.40 | 40 | ..... | ..... |
| Licensed journeymen | Town of Flin Flon | | 1.75 | 48 |
| 7. Elevator Constructors (passenger and freight) | 2.00 | 40 | 2.00 | 40 |
| Helpers | 1.40 | 40 | 1.40 | 40 |
| 8. Building Labourers— | | | | |
| (a) Assisting mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar | 1.25 | 48 | 1.20 | 48 |
| (b) General Building Labourers | 1.05 | 48 | 1.00 | 48 |
| 9. (a) Lathers, Wood, Wire and metal (May 1, 1954 to July 31, 1954) | 1.80 | 40 | | |
| (August 1, 1954 to April 30, 1955) | 1.90 | 40 | | |
| (b) Lathers | ..... | ..... | 1.35 | 48 |
| 10. Linoleum Floor Layers | 1.25 | 48 | 1.20 | 48 |
| 11. Marble Setters | 1.90 | 40 | 1.75 | 44 |
| 12. Mastic Floor Spreaders and Layers | 1.25 | 48 | 1.20 | 48 |
| 13. Operating Engineers and Firemen on Construction— | | | | |
| Class A: Engineers in charge of hoisting engines of three drum or more operating any type of machine, or operating clam-shells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over; or operating drop hammer pile drivers; in all cases irrespective of motive power | 1.65 | 48 | 1.45 | 48 |
| Class B: Engineers in charge of hoisting engines having only two drums or a single drum, used in handling building material or steam shovels and drag-lines not specified in "A" hereof; irrespective of motive power | 1.65 | 48 | 1.45 | 48 |

| Occupation | Zone "A" Basic Minimum Wage Rate Per Hour | Zone "A" Maximum Hours Per Week | Zone "B" Basic Minimum Wage Rate Per Hour | Zone "B" Maximum Hours Per Week |
|---|---|---|---|---|
| | $ | | $ | |
| Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act" or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons, or trenching machines or bull dozers over size D4 or equivalent; irrespective of motive power | 1.50 | 48 | 1.35 | 48 |
| Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting Engineers in charge of same | 1.25 | 48 | 1.15 | 48 |
| Class E: Operators operating concrete mixers over ½ yard capacity or bull dozers up to and including size D4 or equivalent; irrespective of motive power | 1.25 | 48 | 1.15 | 48 |
| Class F: Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled laborers | 1.25 | 48 | 1.15 | 48 |
| 14. Painters, Decorators, Paperhangers and Glaziers | 1.65 | 40 | 1.60 | 48 |
| Swing Stage and Spray Painters | 1.75 | 40 | 1.70 | 48 |
| 15. Plasterers | 2.10 | 40 | 1.95 | 44 |
| 16. Journeymen of the Plumbing and Pipefitting Industry | 2.00 | 40 | 1.60 | 44 |
| Helpers | 1.25 | 40 | 1.15 | 44 |
| 17. Roofers—Mop Handlers | 1.25 | 48 | 1.20 | 48 |
| 18. Sewer and Underground Construction Work— | | | | |
| (a) Caisson Workers | 1.25 | 48 | 1.20 | 48 |
| (b) Laborers | 1.05 | 48 | 1.00 | 48 |
| (c) Pipe Layers | 1.10 | 48 | 1.05 | 48 |
| (d) Tunnellers | 1.10 | 48 | 1.05 | 48 |
| 19. Sheet Metal Workers | 1.75 | 42½ | 1.45 | 48 |
| 20. Shinglers | 1.50 | 40 | 1.40 | 48 |
| 21. Stonecutters | 1.75 | 44 | 1.60 | 48 |
| 22. Stonemasons | 2.10 | 40 | 1.95 | 44 |
| 23. Terrazzo and Oxychloride Workers— | | | | |
| (a) Layers | 1.75 | 40 | 1.75 | 48 |
| (b) Machine Rubbers (Dry) | 1.25 | 48 | 1.20 | 48 |
| (c) Machine Rubbers (Wet) | 1.05 | 48 | 1.05 | 48 |
| 24. Tile Setters (including all clay product tile and Vitrolite Glass) | 1.90 | 40 | 1.75 | 44 |
| 25. Tile Setters (plastic, metal, asphalt, rubber and linotile) | 1.40 | 40 | 1.25 | 48 |
| 26. Timber and Crib Men working on grain elevators or bridges doing the "crib work" on grain elevators, or rough timber work on bridges | 1.35 | 48 | 1.35 | 48 |
| 27. Truck Drivers (while in charge of truck on construction work only) | 1.25 | 48 | 1.20 | 48 |
| 28. Watchmen | .80 | | | |

## SCHEDULE "A"—PART II

PUBLIC ROADS AND BRIDGE WORKS

29. The following schedule shall apply from and after May 1st, 1954, on Public Works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works, in all parts of Manitoba outside the limits of the City of Winnipeg.

| Occupation | Minimum Basic Wage Rate Per Hour | Maximum hours of straight time rates over each two-week period |
|---|---|---|
| | $ | |
| 30. Aggregate Batch Man | 1.00 | 108 |
| 31. Asphaltic Oil Distributor Driver | 1.00 | 108 |
| 32. Blade Grader (12 H.P. and over) Operator | 1.00 | 108 |
| 33. Concrete Finisher | 1.00 | 108 |
| *34. Concrete Paver Operator | 1.25 | 108 |
| *35. Dragline, Shovel and Crane Operator | 1.30 | 108 |
| 36. Elevator Grader Operator | 1.00 | 108 |
| 37. Engineer, Stationary Boiler | 1.15 | 108 |
| 38. Laborers | .95 | 108 |
| 39. Motor Patrol Operator | 1.00 | 108 |
| 40. Roller Operator, 6-ton and over, steel wheels | 1.05 | 108 |
| *41. Scraper and Bull Dozer Operator | 1.15 | 108 |
| 42. Spreader and Finishing Machine Operator | 1.00 | 108 |
| 43. Teamsters | .90 | 108 |
| 44. Teamsters and Two-Horse Teams | 1.15 | 108 |
| 45. Teamsters and Four-Horse Teams | 1.40 | 108 |
| 46. Timber Men (timber work where use of hammers, saws, axes and augers only are required) | 1.10 | 108 |
| 47. Tractor Operators, 50 h.p. drawbar or over | 1.00 | 108 |
| 48. Tractor Operator, under 50 h.p. drawbar | .95 | 108 |
| 49. Truck Drivers | 1.00 | 108 |
| 50. Watchman and Flagman | .75 | |

51. Where due to emergency or inclement weather, less than 108 hours are worked in any two week period an employer may, during the next two week period employ his employees at straight time rate for as many hours additional to the regular 108 hours as have been lost during the preceding two week period.

* Probationary Rates—

52. (1) Where a new employee agrees with his employer to prove his ability to operate one of these machines by a short trial period at a probationary rate, not later than the date upon which the employee starts work, the employer shall send to the Department by registered mail a letter signed by the employee and the employer, certifying that for a probationary period not exceeding 30 days, a rate of 15c below the schedule rate has been agreed upon.

(2) Subsection (1) is applicable only to ;Concrete Paver Operator, Dragline, Shovel and Crane Operator, Scraper and Bull Dozer Operator.

# Labour Legislation in Quebec in 1954

### Amendment to Labour Relations Act bars certification of an association with Communist officers. Change in Public Services Employees Act decertifies public service unions that engage in illegal strike

The Quebec Legislature, which met on November 18 and prorogued on March 5, passed amendments to the Labour Relations Act which declare an association ineligible for certification if any of its organizers or officers adhere to the Communist Party, and to the Public Services Employees Disputes Act to provide for the decertification of a union representing public service employees which engages in an illegal strike.

A further sum was voted for the project under which the Government bears interest charges over two per cent on loans made by credit unions or loan societies for the construction of family dwellings.

## Labour Relations

The Labour Relations Act was amended to provide that a union is not a *bona fide* association eligible to be certified if it tolerates among its organizers or officers one or more persons "adhering to a communist party or movement". Certification of such a union is to be refused or revoked by the Board. The Bill as introduced also had reference to one or more persons "adhering to the communist doctrine" but this phrase was dropped in passage.

This provision is new in Canadian labour legislation. The usual stipulation in labour relations Acts is that the applicant for certification must be an association formed for the purpose of regulating relations between employers and employees.

The Canada Labour Relations Board in 1950, after examining the activities of the Canadian Seamen's Union over a period of time, held that it was not an association conforming to this definition and revoked its certification. This decision was upheld in court (L.G., 1951, p. 697). In 1953, in a case involving a decision of the Nova Scotia Labour Relations Board, the Supreme Court of Canada held that the Board did not have authority to disqualify a union on the ground that one of its officers was a Communist, the other conditions for certification having been met (L.G., Aug. 1953, p. 1172). In the United States the Labour-Management Relations Act has since its enactment in 1947 contained a provision that a union is denied access to the National Labour Relations Board unless each union officer has filed an affidavit that "he is not a member of the Communist Party or affiliated with such party", and that "he does not believe in, and is not a member of or supports any organization that believes in or teaches, the overthrow of the United States Government by force or by any illegal or unconstitutional methods".

The Quebec amendment was made retroactive to February 3, 1944, the date on which the Act to constitute a Labour Relations Board was assented to. The retroactive feature was introduced by an amendment made in the Legislative Council.

A new section provides that the Board, before cancelling or revising one of its orders, must hold a hearing and give the parties at least five clear days' notice of its time and place. If either of the parties fails to appear or refuses to be heard, the Board may nevertheless proceed to determine the matter and no judicial recourse may be founded on the fact that it proceeded in the absence of an interested party. The Supreme Court of Canada, in *L'Alliance* case (L.G., Aug. 1953, p. 1177), held that the Board had a duty to hear both parties on any issue it decides and that an order made without a proper hearing was invalid.

For the purposes of the Act, the Attorney-General, or any crown prosecutor, is given the powers assigned to him by Article 311a of the Code of Civil Procedure, that is, he may "*ex officio* and without notice take part in the trial and hearing as if he were a party thereto". This provision was added by an amendment to the Bill introduced in the Legislative Council, following representation from the Quebec Federation of Labour that the Bill would be more acceptable if it provided for the Attorney-General initiating proceedings before the Labour Relations Board, since they feared indiscriminate charges by irresponsible persons.

The quorum of the Labour Relations Board is fixed by the amendment as the majority of the members in office, instead of the majority of the members of the Board, as before. Under the Act, the Board is to consist of a chairman, vice-chairman, and five other members, but a vacancy among the members does not have the effect of dissolving the Board.

The sittings of the Board are to be presided over by the chairman of the Board or member designated by him and the majority of votes of the members present constitutes the decision of the Board. In case of a tie, the chairman, or the member designated by him to act as chairman, has a casting vote. A decision signed by all the members of the Board is to have the same value as a resolution passed at a regular sitting.

## Public Services Employees

The Public Services Employees Disputes Act, which applies to the provincial and municipal public service, including school corporations, to hospitals and charitable institutions under the Quebec Public Charities Act, and to public utility services, was amended to make the decertification of a bargaining agent automatic if an illegal strike occurs. Under the Act strikes and lockouts are prohibited in all circumstances.

The new provision states that an association which orders, declares or encourages, or whose directors order, declare or

encourage, or whose members carry out, a strike or lockout prohibited by the Act shall forfeit, *ipso facto* and by operation of law, the right to certification as bargaining agent. The Labour Relations Board may subsequently grant a certificate to such a group whenever, for reasons which it deems valid, it considers it advisable to do so. By an amendment in the Legislative Council the provision was made retroactive to February 3, 1944.

### Professional Syndicates

The Professional Syndicates' Act was amended in respect to the provision for voluntary or judicial dissolution of a syndicate. The Act sets out the manner in which the assets of a syndicate, when it is liquidated, are to be disposed of. After costs of liquidation and the debts of the syndicate have been paid, the property derived from gifts or legacies has been disposed of as required, and provision has been made for the maintenance of any benefit plans operated by the syndicate, any remaining assets are to be devoted to one or more similar undertakings. The amendment authorizes the Provincial Secretary and the Minister of Labour, rather than the Lieutenant-Governor in Council, as formerly, to designate the "one or more similar undertakings" which are to receive the remaining assets.

### Housing

An Act to authorize further credits to improve housing conditions added $15,000,000 to the $40,000,000 granted since 1948 by the Provincial Government towards the payment of interest charges on loans for family dwellings.

On the recommendation of the Quebec Farm Credit Bureau, which administers the legislation, the Lieutenant-Governor in Council may now make the Act applicable to houses of more than two dwelling units in a particular city or town. Previously, the plan was limited to a house of one or two dwellings.

Also on the recommendation of the Bureau, the Lieutenant-Governor in Council may extend to employees who obtain housing loans from their employers the benefits of the guarantee and contribution of interest. At the same time the Act under which companies are authorized to make housing loans to their employees was amended to permit the company to charge interest on the loan at a rate up to six per cent instead of up to four per cent, as previously.

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## Quebec to Consider Steps to Protect Public against Strike Abuses

Quebec's Premier said recently that his Government intends to consider what steps could be taken to protect society against possible strike abuses.

Hon. Maurice Duplessis made this statement to a delegation of the Professional Association of Industrialists when that Quebec employers' organization presented its annual brief to the provincial Government.

Adding that the right to strike has, in certain cases, become a right to create disorder, the Premier promised the PAI that he would co-operate with employers and employees in seeing that the interests of the community are not threatened by strikes.

These remarks by the Premier fitted in with a request made by the PAI to the effect that no strike should be legally declared or set in motion until the majority of the workers connected with the concern had decided upon it by secret ballot.

The Quebec Premier also told the employers' delegation that the manufacturers should get together in launching a publicity campaign aimed at putting the public on guard against agitators in industry.

The PAI brief also dealt with the Labour Relations Board, expired bargaining certificates, arbitration courts and the mandates of these courts.

# Decisions of the Umpire under the Unemployment Insurance Act

## Complete text published because of its great general interest

### Decision CU-B 1035, May 13, 1954

*The appeal in respect of claimants Guthro, O'Reilly and Ulvestad was not brought within the period of time prescribed by the law. I have nevertheless allowed it to proceed by virtue of Section 60 (now 62) of the Act.*

The claimants, some 158 in all, are ordinarily employed in the fishing industry of the province of British Columbia, either as shoreworkers, tendermen or salmon packers. In the late summer or the early fall of 1952, they lost their employment. At that time, there was a controversy or dispute taking place between the fishermen proper and the Fisheries Association (which consisted of about 13 fishing companies) over the minimum price to be paid for chum salmon. A month or two previous—on July 25 to be precise—the United Fishermen and Allied Workers' Union had, on behalf of its "salmon-net fishermen members", signed an agreement with the Fisheries Association which was identical to that reached two days before between the said Association and the Native Brotherhood of British Columbia—the Native Brotherhood is an association of Indians registered under the Societies Act of British Columbia, the purpose of which is to promote the welfare and interests of the Indians.

The said agreement provided for the minimum prices to be paid for all net-caught salmon except chum salmon. The price of fall chum salmon was to be fixed at a meeting of the Association and the Union which was to take place at a later date. On August 27, the Union met the fishing companies to open talks regarding that matter but no settlement was reached. Shortly thereafter a number of salmon-seine boat crews stopped fishing and proceeded to their home ports to await a settlement of the dispute.

On September 6, 1952, after a further session with the Association had ended in a deadlock, the Union decided to call a strike of the salmon-net fishermen. On September 22, 1952, at a meeting of representatives of the Fisheries Association and the Joint Fishermen's Negotiating Committee comprised of officers of the Union and the Native Brotherhood, the Brotherhood announced that it would sign an agreement with the Association and that as far as it was concerned fishing would be resumed by its members on Wednesday, September 24. The representatives of the Union then announced that such an agreement would be considered as strike breaking and unfair. On September 23, the tendermen at a meeting of their local "voted to reiterate the traditional union position that fish declared 'unfair' by the fishermen was 'hot' and would not be handled by union members". Two days later, the shoreworkers' local of th Union also held a meeting and voted to carry out the same policy. As there were no tendermen to pack any fish caught, the seiners manned by members of the Native Brotherhood which had proceeded to the fishing grounds returned to their home ports.

On October 18, 1952, the differences between the Fisheries Association and the Union were settled and the next day salmon-net fishing was resumed.

As a consequence of the vote taken by the shoreworkers, the tendermen and the packers on September 23 and 25, the Insurance Officer disqualified the claimants interested in this appeal from receipt of benefits because, as from the said dates, they had in his opinion become participants in a labour dispute within the meaning of the Act either because of their membership in the Union or because they belonged to a grade or class of workers, some of whom were participating in the dispute. Those who had filed a claim for benefit prior to these dates were cut off from benefit as from September 23 or September 25, depending on which local they belonged to, and those who filed a claim subsequent to these dates were also denied benefit until the end of the stoppage of work.

The claimants appealed to a Court of Referees, which, after having held lengthy hearings on February 5, 1953, and April 30, 1953, during which it heard some of the claimants and representatives of the employers and the Union, unanimously maintained the decision of the Insurance Officer.

From the decisions of the Court of Referees, the Union, through its Research Director, Mr. William Rigby, appealed to the Umpire on the grounds (1) that in view of the nature of the relationship between the fishing companies and the fishermen, there was considerable doubt that the controversy which took place in the latter part of 1952 had been a labour dispute within the meaning of the Act and (2) that even if it was a labour dispute within the meaning of the Act, the disqualification of the claimants under Section 39 (now Section 41) was nevertheless "unjustified".

In support of ground (2) the Union, briefly, contended (a) that the passage of a resolution at closed union meetings in opposition to the handling of hot fish and the publicity given to such resolution did not constitute adequate "proof of participation in a stoppage of work"; (b) that there was no proof of a work stoppage by the tendermen on September 23 or by the shoreworkers on September 25, 1952—in fact some workers in the grades or classes which were deemed to have become participants as from September 23 and 25 were working at their ordinary employment between these dates and October 19, 1952, while others had been laid off a few weeks before on account of economic circumstances; (c) that the Insurance Officer had erroneously considered all the shoreworkers to be in a single grade or class since "a grade or class of workers (net workers, warehouse workers, etc.) for whom the performance of the intent (resolution) is an occupational impossibility cannot be said to have engaged in a stoppage of work of their particular grade or class"; (d) finally, that in view of the fact that fishermen are employed on boats the dispute in which they were engaged could not be said to have taken place at the "factory, workshop or other premises" at which any grade or class of shoreworkers was employed.

* * *

I have read with great interest the brief submitted by Mr. Rigby, Research Director of the United Fishermen and Allied Workers' Union, and, although I do not agree with many of his conclusions, I must say that his thorough description of the fishing industry in the province of British Columbia and of the conditions prevailing therein at the time of the fishermen's strike has helped me considerably in determining the merits of this case.

Mr. Rigby has suggested that inasmuch as a labour dispute within the meaning of the Unemployment Insurance Act refers only to a dispute between employers and employees (or between employees and employees), the preliminary question for me to decide was the nature of the relationship between the fishermen and the fishing companies.

I do not think that it is either necessary or relevant to delve into this matter.

Our only concern is the character assumed by the dispute on September 23 and 25, 1952, when the tendermen and shoreworkers at union meetings decided not to handle any net-caught fish until the prices had been agreed upon.

On those dates the tendermen and shoreworkers, or the union on their behalf, made in effect their further employment conditional on their employers' acceptance of the terms laid down by their brother fishermen and, since the employers refused to yield to such coercion, the dispute, which so far had implicated only the fishermen and the Fisheries Association, extended also to *their groups* and *consequently* to the "factory workshop or other premises" at which they were employed. If the dispute had not been up to then a labour dispute within the meaning of the Act, there can be no doubt that at that moment it became one between the companies and the tendermen and shoreworkers.

That the tendermen and shoreworkers' action created an additional stoppage of work leaves no doubt in my mind. I am not concerned with the merit of their decision nor the stand taken by the Native Fishermen on September 22 to resume fishing but I am satisfied, in the light of the evidence on file, that had they not decided not to handle "hot" fish caught by the Native Fishermen, the operations of the fishing industry in British Columbia would not have been further curtailed but in fact would have soon experienced an increase of activity.

I differ with Mr. Rigby's opinion, therefore, that the passage of resolutions in opposition to the handling of "hot" fish and the publicity given to such resolutions were inadequate proof of participation in a labour dispute. The employers had every right to believe that the individuals concerned would carry out their announced intention and accordingly they took measures to meet the situation. By passing

such resolutions, the tendermen and shoreworkers in effect were engaging in a dispute with their employers or at least altering the character of the already existing one, and thereby committing a positive act of participation within the meaning of Section 39, now 41, of the Act.

Mr. Rigby has contended that the shoreworkers, like the net workers, warehouse workers, etc., could not be said to have engaged in a stoppage of work of their particular grade or class because the carrying out of the resolutions passed on September 23 and 25 was "an occupational impossibility".

Section 41 of the Act prescribes that a person shall be disqualified from receiving benefit if he has lost his employment by reason of a stoppag of work due to a labour dispute at the factory . . . at which he was employed.

The work referred to in the expression "stoppage of work" is not the particular worker's labour but the work carried out at the factory or other premises at which the worker is employed. It is sufficient, therefore, for the application of that section (subject of course to the relief provided under subsection (2)) that there exists a stoppage of work caused by a labour dispute at the claimant's place of employment and that he has lost his employment by reason of that stoppage.

This brings me to the all important question as to whether or not all the claimants interested in this appeal can be deemed to *have lost their employment* by reason of the stoppage of work due to the labour dispute engaged in by the tendermen's and shoreworkers' locals on September 23 and September 25, 1952.

In other words, can the theory of agency (the union participating in the dispute as the agent of each individual member), which sometimes is applied in cases dealt with under Section 41, serve here as the basis for a disqualification of all the claimants irrespective of whether or not they were actually in employment when the resolutions were passed at meetings of their union?

The Insurance Officer has come to that conclusion and he has rested his finding mainly on a previous decision of mine, namely, CU-B 540.

CU-B 540 deals with the case of employees of a textile factory some of whom had been laid off as a result of a partial stoppage of work due to a labour dispute concerning the question of a bonus plan for members of another department (weave room) and were cut off from receipt of benefit under Section 41 of the Act, when the said partial stoppage of work became a total one. It was found that at that stage they acquired a positive and direct interest in the dispute inasmuch as the question of the renewal of an existing bargaining agreement covering all the employees had then become part and parcel of the dispute.

While the case before me presents similar aspects it differs in some essential elements.

We have the progressive lay-off of employees due to the original dispute; we have also a complete or a nearly complete stoppage of work as a result of the new dispute or the change of character in the already existing one.

Where it differs, however, essentially with decision CU-B 540 is in the fact that at no time during the dispute or disputes did the claimants have in interest within the meaning of Section 41 of the Act. Moreover, whereas in CU-B 540 it was clear that, at the final stage, the employment or re-employment of all the claimants was conditional on the settlement of the dispute in which they had a direct interest, it is very doubtful whether *all* the tendermen and shoreworkers concerned in this appeal, actually and without distinction, suffered a loss of employment during the stoppage of work, *because of the decision* made by their respective locals to enter into the dispute.

There is evidence on file which indicates that at least in one part of the province canneries had closed and fishing had stopped as early as August 28, 1952, in view of an overflowing market and the decision made by the federal authorities to close some of the fishing grounds; there is also satisfactory evidence that other canneries which had closed their doors as a consequence of the dispute of the fishermen would not have re-opened them for the season irrespective of the action taken by the tendermen's and shoreworkers' locals. It is true that some of the operators of these canneries informed the auditors of the Unemployment Insurance Commission that had it not been for the dispute, they would have, as in previous years, carried on their normal operations until a much later date. In making that statement, however, the operators had reference to the fishermen's dispute as a whole, which cannot be our criterion in deciding the issue.

For those reasons, I cannot in all fairness endorse the decision of the Insurance Officer, which decision was confirmed by the Court of Referees, to disqualify all the claimants whether they had been laid off prior to or as a consequence of *the stoppage*

*of work caused by the passage of the resolutions* hereinbefore referred to. While I consider that the tendermen and shoreworkers who were employed on or subsequent to September 23 or 25 and were laid off prior to October 19 must accept the consequence of their membership in the union and be disqualified in accordance with the requirement of the law, I do not feel that I should maintain the decision of the Court of Referees in the case of the claimants who lost their employment prior to September 23 or 25.

The present decision, wherein the element of doubt weighs considerably in favour of the claimants whose appeals are maintained, is not intended to cast a reflection on the adjudication of the Insurance Officer or the members of the Court of Referees who, it will be readily appreciated, went thoroughly and impartially into the case.

The appeal in so far as the claimants who lost their employment before the 23 or 25 of September are concerned is therefore allowed and the appeal of the remainder is disallowed.

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# Monthly Report on Operation of the Unemployment Insurance Act

## Claims for unemployment insurance benefit and number of applicants on live register declined substantially during April, statistics* show

Claims for unemployment insurance benefit declined during April.

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during April a total of 158,411 initial and renewal claims were received at local offices of the Unemployment Insurance Commission, compared with 248,421 during March and 117,171 during April 1953.

There was a substantial decline in the number of ordinary claimants on the live unemployment insurance register on April 30, when they totalled 338,374 (280,395 males and 57,979 females) compared with 412,999 (350,890 males and 62,109 females) on March 31. On April 30, 1953, ordinary claimants numbered 215,242 (179,024 males and 36,218 females). On April 30, an additional 36,684 claimants were on short-time and 3,887 were on temporary lay-off.

Entitlement to benefit was granted in 119,633 of the 177,588 initial and renewal claims disposed of at adjudicating centres during April. Non-entitlements totalled 65,539 (including 7,584 disqualifications on revised and supplementary benefit claims), of which 48,422 resulted from claimants' inability to comply with basic contribution requirements. Among the chief reasons for disqualification were: "voluntarily left employment without just cause" 4,945 cases; "not unemployed" 3,216 cases; and "not capable of and not available for work" 2,239 cases.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

New beneficiaries during the month totalled 108,692, compared with 152,611 during March and 83,659 during April 1953.

During April, a total of $25,381,926 was paid in compensation for 7,997,163 days (of which 88,402 were disability days), as against a total of $32,160,928 and 10,127,126 days (including 100,443 disability days) during March and $16,389,294 and 5,225,796 unemployed days during April 1953.

For the week April 24-30, an estimated 375,266 beneficiaries were paid $6,579,559 in respect of 2,075,460 days (including 24,563 disability days), in comparison with an estimated 348,574 beneficiaries who received $6,376,280 in respect of 2,000,719 days (of which 20,639 were disability days) during the week March 27-April 2. During the week April 25-May 1, 1953, 196,315 beneficiaries were paid $6,634,010 in respect of 1,159,164 unemployed days.

*(Continued at bottom of following page)*

**See* Tables E-1 to E-7 at back of book.

# Wage-Rates and Hours of Work in Municipal Government Service

**Majority of 77 Canadian municipalities made some upward adjustment in wages and salaries of police, firefighters and labourers in 1953**

The majority of Canadian municipalities granted pay increases to their employees in the 12 months preceding October 1953, it was revealed by an analysis of returns from 77 centres in the Department's annual survey of wage rates and salaries. The survey is conducted by the Economics and Research Branch.

The table on the following pages indicates the maximum basic salaries* for police constables and firefighters, hourly wage rates for Works Department labourers, and standard hours of work per week for each of the three job categories. The data apply to the pay period preceding October 1, 1952 and 1953.

The salaries of both police constables and firefighters were highest in Vancouver, New Westminster and Toronto, and lowest in some of the smaller centres in the Maritime Provinces and Quebec. In a number of centres, particularly throughout Ontario and the Prairie Provinces, police constables received higher salaries than firefighters, although the differential was not usually great. While the opposite relationship obtained in a small number of cities, it was more common for both classes of employees to receive identical salaries.

The hourly wage rates shown for labourers are for Works Department employees only, although it is common for labourers in other civic departments to receive the same rates. In some cases where ranges of rates are given, the lower figure represents the starting wage rate and the higher one the maximum rate paid to labourers, generally to those engaged in more arduous or difficult work or to those who have received a length-of-service increment.

The rates paid to labourers in October 1953 varied from 70 cents an hour, the starting rate for such employees in Charlottetown, to $1.56, the top rate in Vancouver.

In 40 of the 63 centres for which information was reported, firefighters received increases averaging about $246 a year, compared with $311 in 1952. In 38 of 68 localities reporting, police constables were given raises that averaged $204 compared with $307 the year before.

Six communities reported slightly lower salaries for either or both occupations. These decreases were the result of cost-of-living adjustments.

*The "maximum basic salary" for police constables and firefighters is the salary paid after the probationary and training period has been completed, frequently from three to five years, but before long-term service increases are obtained. It includes cost-of-living bonuses, wherever paid, but does not include allowances for uniforms, boots, transportation, etc. In almost every instance, the salaries listed are those received by the majority of the police constables or firefighters in each of the communities.

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*(Continued from preceding page)*

The average daily rate of benefit for the week April 24-30 was $3.17, compared with $3.19 for the week March 27-April 2 and $3.14 during the week April 25-May 1, 1953.

### Supplementary Benefit

The period during which supplementary benefit is operative terminated on April 15.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for April show that insurance books or contribution cards have been issued to 3,029,605 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1954.

At April 30, employers registered numbered 257,036 for the month of April.

## WAGE RATES AND HOURS OF LABOUR IN MUNICIPAL GOVERNMENT, OCTOBER 1952 AND 1953

NOTE: For 1953, the standard hours per week generally apply to October but in a few cases any changes that may have occurred subsequent to April are not known.

| Municipality | Police Constable | | | | Firefighter | | | | Labourer | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Maximum Basic Salary per Year | | Standard Hours per Week | | Maximum Basic Salary per Year | | [1] Standard Hours per Week | | Wage Rate per Hour | | Standard Hours per Week | |
| | 1952 | 1953 | 1952 | 1953 | 1952 | 1953 | 1952 | 1953 | 1952 | 1953 | 1952 | 1953 |
| | $ | $ | | | $ | $ | | | $ | $ | | |
| Newfoundland— | | | | | | | | | | | | |
| Bell Island | ... | ... | ... | ... | ... | ... | ... | ... | .80 | .85 | 48 | 48 |
| Corner Brook East | ... | ... | ... | ... | ... | ... | ... | ... | 1.10 | 1.10 | 48 | 48 |
| Corner Brook West | ... | ... | ... | ... | ... | ... | ... | ... | 1.10–1.17 | 1.10–1.12 | 48 | 48 |
| St. John's | ... | 2,715 | ... | ... | ... | 2,715 | ... | ... | ... | ... | ... | ... |
| Prince Edward Island— | | | | | | | | | | | | |
| Charlottetown | 2,160 | 2,160 | 48 | 48 | ... | ... | ... | ... | .70–1.05 | .70–1.02 | 43&48 | 44 |
| Nova Scotia— | | | | | | | | | | | | |
| Glace Bay | 3,035 | 3,035 | 52 | 48 | ... | ... | ... | ... | 1.10 | 1.20 | 48 | 44 |
| Halifax | 2,880 | 3,000 | 50 | 50 | 2,880 | 3,000 | 72 | 72 | 1.00–1.11 | 1.06–1.27 | 44 | 44 |
| Sydney | 2,820 | 2,940 | 48 | 48 | 2,760 | ... | 72 | ... | 1.09½ | 1.14 | 48 | 48 |
| New Brunswick— | | | | | | | | | | | | |
| Fredericton | 2,580 | 2,880 | 48 | 48 | 2,400 | 2,880 | 84 | 72[2] | .80–.93 | .85–1.07 | 48 | 48 |
| Moncton | 3,036 | 3,036 | 44 | 40 | 3,016 | 3,016 | 84 | 60 | 1.02 | 1.13 | 44 | 40 |
| Saint John | 2,845 | 3,020 | 40 | 40 | 2,845 | 3,020 | 68 | 56 | 1.20 | 1.20 | 40 | 40 |
| Quebec— | | | | | | | | | | | | |
| Cap de la Madeleine[3] | 2,600 | 2,600 | 56 | 56 | 2,600 | 2,600 | 56 | 56 | .75 | .75 | 48 | 48 |
| Drummondville | 3,328 | 3,224 | 56 | 56 | ... | ... | ... | ... | .70–.85 | .85–1.00 | 48 | 48 |
| Hull | 2,521 | 3,000 | 48 | 48 | 2,391 | 2,391 | 72 | 72[2] | .85 | 1.00 | 47 | 47 |
| Joliette | ... | 2,760 | ... | 48 | ... | ... | ... | ... | ... | 1.00 | ... | 48 |
| Lachine | 2,964 | 2,964 | 48 | 48 | 2,964 | 2,964 | 48 | 48 | .95 | .95 | 48 | 48 |
| Magog | 2,889 | 2,889 | 60 | 60 | ... | ... | ... | ... | .93 & .97 | .93 | 48 | 48 |
| Montreal | 3,503 | 3,481 | 48 | 48 | 3,503 | 3,481 | 63 | 60 | 1.03–1.18½ | 1.02–1.12 | 44&48 | 44 |
| Quebec | 2,704 | 2,704 | 48 | 48 | 2,592 | 2,592 | 72 | 72 | .70–.81 | .95 | 45 | 45 |
| St. Hyacinthe[3] | 2,464 | 2,932 | 60 | 60 | 2,464 | 2,932 | 60 | 60 | .77&.82 | .93&1.00 | 44 | 48 |
| St. Jean | 2,704 | 2,964 | 60 | 60 | ... | ... | ... | ... | .75–1.05 | 1.01–1.26 | 54 | 54 |
| St. Jerome | 2,756 | 2,760 | 48 | 48 | 2,756 | 2,964 | 72 | 72[2] | .80 | 1.00 | 48 | 44 |
| Shawinigan Falls[3] | 2,600 | 2,600 | 56 | 56 | 2,600 | 2,600 | 56 | 56 | .95 | .95 | 44 | 44 |
| Sherbrooke | 3,037 | 3,121 | 48 | 48 | 3,141 | 3,297 | 72 | 72[4] | .85&1.02 | 1.06 | 48 | 48 |
| Sorel[3] | 2,600 | 2,600 | 56 | 48 | 2,600 | 2,600 | 56 | 48 | .75&.85 | .85&.95 | 48 | 44 |
| Trois Rivieres[3] | 2,912 | 2,912 | 56 | 56 | 2,912 | 2,912 | 56 | 56 | .79&.81 | ... | 48 | ... |
| Verdun | 3,501 | 3,438 | 48 | 48 | 3,501 | 3,438 | 63 | 60 | 1.00–1.05 | 1.00 | 45 | 45 |
| Westmount | 3,350 | ... | 48 | ... | 3,450 | ... | 72 | ... | .95&.1.00 | ... | 50 | ... |
| Ontario— | | | | | | | | | | | | |
| Belleville | 3,080 | 3,230 | 48 | 48 | 2,850 | 3,050 | 56 | 56 | .95 | ... | 44 | ... |
| Brantford | 3,196 | 3,500 | 48 | 48 | 3,240 | 3,367 | 56 | 56 | 1.24 | 1.25&1.30 | 44 | 44 |
| Brockville | 2,925 | 3,100 | 48 | 48 | 2,900 | 3,010 | 56 | 60 | .90&.98 | 1.00 | 48 | 48 |
| Chatham | 3,260 | 3,260 | 48 | 44 | 3,093 | 3,545 | 56 | 56 | 1.14–1.27 | 1.25–1.41 | 44 | 40&44[5] |
| Cornwall | 2,950 | 2,950 | 48 | 48 | 2,900 | 2,900 | 60 | 60 | .95 | .95 | 44 | 44 |
| Fort William | 3,277 | 3,277 | 44 | 44 | 3,120 | ... | 48 | ... | 1.06½&1.10½ | 1.10–1.19 | 44 | 44 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Galt | 3,140 | 3,375 | 48 | 48 | 2,625 | 3,100 | 56 | 56 | .99 | 1.15 | 45 | 44–50 |
| Guelph | 3,300 | 3,465 | 48 | 48 | 2,900 | 2,900 | 56 | 56 | 1.03&1.08 | 1.09&1.14 | 44 | 44 |
| Hamilton | 3,274 | 3,822 | 44 | 40 | 3,189 | 3,588 | 48 | 48 | 1.12½ | ..... | 40&42 | ..... |
| Kingston | 3,025 | 3,051 | 48 | 48 | 2,825 | 2,825 | 56 | 56 | .96 | .96&1.03 | 44 | 44 |
| Kirkland Lake | 3,324 | 3,324 | 48 | 48 | 3,201 | 3,201 | 56 | 56 | 1.01–1.16 | 1.01–1.16 | 48 | 48 |
| Kitchener | 3,281 | 3,681 | 48 | 48 | 3,250 | 3,600 | 56 | 56 | 1.15½ | 1.20 | 44 | 44 |
| London | 3,480 | 3,480 | 44 | 40 | 3,271 | 3,271 | 56 | 56 | 1.11 | 1.11 | 45 | 45 |
| Niagara Falls | 3,400 | 3,500 | 48 | 48&40[6] | 3,275 | 3,450 | 56 | 56 | 1.11–1.14 | 1.27–1.32 | 48 | 44 |
| North Bay | 3,600 | 3,600 | 48 | 48 | 3,225 | 3,568 | 56 | 56 | 1.17&1.22 | ..... | 44 | ..... |
| Oshawa | 3,150 | 3,150 | 44 | 44 | 3,150 | 3,584 | 56 | 56 | 1.09–1.24 | 1.22–1.32 | 44 | 44 |
| Ottawa | 3,461 | 3,461 | 44 | 44 | 3,052 | 3,083 | 56 | 56 | .85 | 1.01 | 44 | 44 |
| Owen Sound | 3,202 | 3,100 | 48 | 48 | 2,650 | 3,050 | 56 | 56 | .82–.96 | .90–1.10 | 47 | 47 |
| Peterborough | 2,850 | 3,450 | 44 | 44 | 3,248 | 3,450 | 56 | 56 | .95–1.10 | 1.18–1.28 | 45 | 45 |
| Port Arthur | 3,240 | 3,240 | 44 | 44 | 3,081 | 3,699 | 48 | 48 | ..... | ..... | ..... | ..... |
| St. Catharines | 3,250 | 3,500 | 44 | 44 | 3,307 | 3,500 | 48 | 48 | 1.15&1.20 | 1.18&1.23 | 48 | 48 |
| St. Thomas | 2,971 | 3,010 | 48 | 48 | 3,007 | 2,968 | 56 | 56 | 1.20&1.24 | 1.28&1.32 | 44 | 40 |
| Sarnia | 3,300 | 3,500 | 48 | 48 | 3,300 | 3,480 | 56 | 56 | 1.27 | 1.40 | 44 | 40 |
| Sault Ste. Marie | 3,480 | 3,540 | 40 | 40 | 3,480 | 3,544 | 48 | 48 | 1.36 | 1.44 | 47 | 47 |
| Stratford | 3,100 | 3,425 | 48 | 44 | 3,025 | 3,025 | 56 | 56 | 1.14 | 1.14 | 40 | 40 |
| Sudbury | 3,545 | 3,545 | 44 | 44 | 3,545 | 3,545 | 56 | 56 | 1.14 | 1.20 | 44 | 44 |
| Timmins | 3,240 | 3,330 | 48 | 48 | 3,216 | 3,294 | 48 | 48 | .95–1.15 | 1.12–1.30 | 44 | 44 |
| Toronto | 3,775 | 3,775 | 40 | 40 | 3,782 | 3,782 | 56 | 56 | 1.37½ | 1.37½ | 40 | 40 |
| Welland | 3,300 | 3,500 | 48 | 48 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| Windsor | 3,500 | 3,500 | 40 | 40 | 3,500 | 3,500 | 56 | 56 | 1.37½&1.43 | 1.50½ | 40 | 40 |
| Woodstock | 3,000 | 3,200 | 48 | 48 | 2,750 | 2,950 | 56 | 56 | 1.00&1.05 | 1.15–1.30 | 44 | 44 |
| Manitoba— | | | | | | | | | | | | |
| Brandon | 2,460 | 2,880 | 48 | 48 | 2,400 | 2,700 | 56 | 56 | .94 | .94 | 44 | 44 |
| St. Boniface | 2,995 | 3,201 | 48 | 48 | 2,679 | 3,028 | 48 | 48 | .90–1.10 | 1.00–1.25 | 40 | 40 |
| Winnipeg | 3,290 | 3,480 | 44 | 40 | 2,964 | 3,480 | 44 | 44 | 1.02&1.07 | 1.12–1.32 | 44 | 40 |
| Saskatchewan— | | | | | | | | | | | | |
| Moose Jaw | 3,182 | 3,354 | 44 | 40 | 2,736 | 2,916 | 56 | 56 | 1.00 | 1.08 | 42½ | 40 |
| Prince Albert | 2,940 | 2,940 | 44 | 44 | 2,772 | 2,886 | 60 | 60 | 1.00–1.10 | 1.03 | 44 | 44 |
| Regina | 3,372 | 3,372 | 42 | 40 | 3,018 | 3,018 | 48 | 48 | .92–1.25 | 1.09–1.32 | 40 | 40 |
| Saskatoon | 3,174 | 3,333 | 42 | 42 | 2,766 | 3,042 | 48 | 48 | .90–1.06 | 1.05–1.28 | 44 | 44 |
| Alberta— | | | | | | | | | | | | |
| Calgary | 3,356 | 3,490 | 40 | 40 | 3,356 | 3,457 | 48 | 48 | 1.22–1.29½ | 1.22&1.31 | 40 | 40 |
| Edmonton | 3,200 | 3,402 | 40 | 40 | 2,981 | 3,282 | 48 | 48 | 1.02½–1.16 | 1.25–1.31 | 40 | 40 |
| Lethbridge | 3,060 | 3,120 | 40 | 40 | 2,872 | 3,000 | 48 | 48 | ..... | ..... | ..... | ..... |
| Medicine Hat | 3,120 | 3,180 | 42 | 42 | 2,812 | 2,886 | 48 | 48 | .95½–1.15 | 1.10–1.20 | 40 | 40 |
| British Columbia— | | | | | | | | | | | | |
| Nanaimo | ..... | ..... | ..... | ..... | 3,180 | 3,480 | 48 | 48 | 1.32 | 1.32 | 40 | 40 |
| Nelson | 3,000 | 3,000 | 48 | 48 | 3,102 | 2,934 | 48 | 48 | 1.18–1.28 | 1.30&1.41 | 44 | 40 |
| New Westminister | 3,672 | 3,744 | 40 | 40 | 3,684 | 3,828 | 48 | 48 | 1.40 | 1.44–1.50 | 40 | 40 |
| Prince Rupert | ..... | ..... | ..... | ..... | 3,684 | 3,868 | 48 | 48 | 1.50 | 1.50 | 40 | 40 |
| Trail | ..... | ..... | ..... | ..... | 3,360 | 3,576 | 48 | 48 | 1.30 | 1.40 | 44 | 44 |
| Vancouver | 3,816 | 3,948 | 40 | 40 | 3,816 | 3,948 | 48 | 48 | 1.36–1.46 | 1.41–1.56 | 40 | 40 |
| Victoria | 3,583 | 3,583 | 40 | 40 | 3,775 | 3,775 | 48 | 48 | 1.31&1.35 | 1.31&1.35 | 40 | 40 |

[1] Firefighters in most centres in Eastern Canada operate on the "two platoon" system. In a typical fire department shifts of 10 hours by day and 14 by night, are arranged over six-week cycles in such a manner as to average 56 hours. Under this system, all work weeks are not of uniform length, but vary between 40 and 80 hours. In the western provinces, where the "three platoon" system is used, the 48-hour week is more common.

[2] Two-platoon system: 60 hours on day shift, 84 hours on night shift.

[3] Both police and firefighting duties performed by same men.

[4] Two-platoon system: 66 hours on day shift, 78 hours on night shift.

[5] Forty-four hours for garabge department, 40 hours for street cleaning, works and sewers.

[6] January to October, 48 hours; November and December, 40 hours.

# Non-Occupational Sickness and Accident Benefit Plans in Canadian Manufacturing

**Four-fifths of the 6,476 establishments that made returns in survey of working conditions at April 1, 1953, reported having some form of sickness and accident benefit plan or cash compensation for wage loss**

Some form of sickness and accident benefit plan, or an insurance policy providing cash compensation for wage loss, was reported in operation in about four-fifths of the manufacturing establishments making returns to the survey of working conditions at April 1, 1953, conducted by the Economics and Research Branch of the Department of Labour.

Employment in plants reporting these sickness insurance plans constituted 94 per cent of the total number of plant employees in establishments covered by the survey and 96 per cent of the office workers.[1]

Employers were asked in the survey questionnaire if a sickness and accident benefit program was in operation in their establishments. The survey form provided for the reporting of plans providing, wholly or in part, for the cost of: (1) hospital care only; (2) physicians' services in hospital; (3) physicians' services in home, office and hospital; and (4) indemnification of employees against wage loss due to illness or accident. Employers were requested not to report coverage under workmen's compensation and in-plant medical care programs; establishments in British Columbia and Saskatchewan were asked to exclude their provincially sponsored plans.

There was considerable variation in the type or types of plan reported. Of the 5,112 establishments which indicated having a plan or plans, 23 per cent reported only one of the four types; in most of these cases it was hospital care. In the vast majority of cases two or more types of plan were reported.

Hospital care, either alone or in combination with other types of sickness and accident coverage, was reported in effect in 4,700 establishments. These constituted 92 per cent of the total number reporting plans of some type, and they employed 725,000 plant and 170,000 office workers.

More than 72 per cent of the establishments with plans reported coverage for the cost of physicians' services, either in hospital only or at the doctor's office, at home and in hospital. These establishments employed 625,000 plant and 150,000 office employees.

Cash compensation plans, either alone or in combination with other sickness and accident plans, were reported in more than 3,000 establishments. These constituted 60 per cent of the total having some type of plan and almost one-half the total which replied to the survey.

Replies to another question in the same survey indicated that sick leave with pay was given to plant employees in about 16 per cent of the establishments, while it was given to office employees in about 80 per cent of the cases. The over-all indication is that, for plant employees, cash compensation for wage loss during absences due to non-occupational accidents or illnesses is much more common than paid sick leave.

## Employer-Employee Sharing of Cost

Of the 5,112 establishments which reported having one or more of the sickness plans in operation, more than 37 per cent, accounting for about one-third of the plant workers and a similar proportion of the office workers, indicated a sharing of the premium between employers and employees on a 50/50 basis. Almost a quarter of the plants, employing 16 per cent of the non-office and 18 per cent of the office employees, reported no employer participation in the cost of the plans. In 7 per cent of the establishments employing 11 and 9 per cent of the plant and office workers respectively, the entire cost of the plan was reported borne by the employer. Further details on the proportion of premium borne by employers may be seen in the accompanying table.

[1]The figures given in the table under "Employees" do not represent the numbers actually covered by the plans; they represent the total number of employees, non-office and office, who work in establishments in which such plans are in operation. The proportion of employees covered varies considerably from plant to plant. In some cases all employees of a plant are covered, but this is not always the case.

EXTENT OF NON-OCCUPATIONAL SICKNESS AND ACCIDENT BENEFIT PLANS AND OF PREMIUM SHARING BETWEEN EMPLOYER AND EMPLOYEES IN MANUFACTURING, APRIL 1, 1953

| — | Establishments | | Employees | | | |
|---|---|---|---|---|---|---|
| | | | Non-Office | | Office | |
| | Number | Per Cent | Number | Per Cent | Number | Per Cent |
| **Extent of Plans** | | | | | | |
| Survey Coverage | 6,476 | 100·0 | 802,805 | 100·0 | 183,183 | 100·0 |
| Plan in Operation | 5,112 | 78·9 | 753,303 | 93·9 | 176,568 | 96·4 |
| No Plan in Operation | 1,260 | 19·5 | 46,774 | 5·8 | 6,246 | 3·4 |
| No information | 104 | 1·6 | 2,728 | 0·3 | 369 | 0·2 |
| **Extent of Premium Sharing** | | | | | | |
| Plans in Operation | 5,112 | 100·0 | 753,303 | 100·0 | 176,568 | 100·0 |
| Proportion of Premium borne by Employer: | | | | | | |
| Nil | 1,188 | 23·2 | 120,641 | 16·0 | 31,668 | 17·9 |
| 5 to 24 per cent | 88 | 1·7 | 15,838 | 2·1 | 3,502 | 2·0 |
| 25 to 49 " | 448 | 8·8 | 67,856 | 9·0 | 18,506 | 10·5 |
| 50 " | 1,901 | 37·2 | 266,111 | 35·3 | 60,361 | 34·2 |
| 51 to 74 " | 437 | 8·6 | 75,488 | 10·0 | 17,427 | 9·9 |
| 75 to 99 " | 104 | 2·0 | 10,711 | 1·4 | 1,882 | 1·1 |
| 100 " | 368 | 7·2 | 80,324 | 10·7 | 16,161 | 9·1 |
| Premium Shared but proportions not stated | 298 | 5·8 | 76,348 | 10·2 | 16,675 | 9·4 |
| No Information as to sharing | 280 | 5·5 | 39,986 | 5·3 | 10,385 | 5·9 |

## Half of Building Service Employees Get 7 or More Paid Holidays

Seven or more paid holidays a year are a feature in more than half the contracts covering workers of the Building Service Employees' International Union (AFL), according to the New York Department of Labor. In 15 per cent of the 1,243 contracts in effect, there is no paid holiday provision, although in some cases paid holidays are provided but are not a part of the collective agreement.

Paid holiday clauses are found in every agreement covering building service workers in factories and window cleaning and are much more common in contracts affecting schools, office buildings and stores than among race tracks, ball parks, theatres and bowling alleys.

The usual number of paid holidays found in collective agreements was six. Of the agreements surveyed, four per cent provided for five or fewer paid holidays, 43 per cent for six, 27 per cent for seven, 13 per cent for eight and 13 per cent for nine.

Collective agreements covering workers in Canadian cities provide more paid holidays, on the average, than do those of cities in the United States. The majority of employees working on holidays earned double pay.

## Brazilian Minimum Wage Raised by Presidential Decree

Sweeping upward revisions of Brazil's minimum wages were announced by President Vargas in a radio address to the nation on the Brazilian Labour Day (May Day).

The wage increases granted by presidential decree vary from region to region in the country. In Rio de Janeiro they raised wages 100 per cent to Cr$2400 (about $125) per month and in Sao Paulo to Cr$2300 (about $120). In the state of Minas Gerais the increase amounted to 300 per cent, from Cr$650 to Cr$2000 ($105).

Other benefits granted by the President in his address were the extension of social insurance to cover more people including farm workers, an increase in pensions to equal pre-retirement earnings, and the extension of medical assistance.

# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during May

### Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 172 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 104 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:—

| Department | No. of Contracts | Aggregate Amount |
|---|---|---|
| Defence Production (April Report) | 135 | $ 577,982.00 |
| Post Office | 13 | 165,827.19 |

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) No person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

## Wage Claims Received and Payments Made during May

During May the sum of $869.90 was collected from five employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 27 employees concerned.

## Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Herbert River Marsh N S:* Hennessy & Spicer, construction of dyke & aboiteau. *Lower Truro Marsh N S:* Hennessy & Spicer, construction of dyke & aboiteau. *Minudie Marsh N S:* George Mills & Sons, construction of dyke. *Onslow North River Marsh N S:* R K Chappell, construction of dyke & aboiteau. *Coyle Landry Marsh N B:* E R Stiles, construction of dyke.

### Central Mortgage and Housing Corporation

*St John's Nfld:* Terminal Construction Co Ltd, landscaping. *Halifax N S:* L G Rawding Construction Ltd, grading of western slope, Garrison Barracks. *Wallace Hill N S:* L G Rawding Construction Ltd, *landscaping. *St John N B:* L G Rawding Construction Ltd, landscaping. *Arnprior Ont:* G James & Son, landscaping. *Aylmer Ont:* Hagersville Asphalt Paving Ltd, *laying of concrete slabs at entrances to parking lots. *Cobourg Ont:* Robert J Evans, landscaping. *North Bay Ont:* H H Sutton, landscaping. *Oakville Ont:* Borgstrom Bros Ltd, landscaping. *Trenton Ont:* Borgstrom Bros Ltd, landscaping. *Winnipeg Man:* J H From, landscaping. *Winnipeg, East Kildonan, St James Man:* E Oswald & Son, exterior painting. *Regina Sask:* Yarnton Decorating Co Ltd, exterior painting. *Claresholm Alta:* Norman H Woods & Assoc Ltd, landscaping. *Penhold Alta:* A E Pollock, landscaping. *Ralston Alta:* Western Excavating Co Ltd, landscaping.

### Department of Citizenship and Immigration

*Near Amaranth Man:* R E Turner, repairs to roof & parapet walls, Sandy Bay Residential School.

### Defence Construction (1951) Limited

*Bedford Basin N S:* Arthur & Conn Ltd, construction of sub-station with connections to pumps. *Dartmouth N S:* R E Stewart Construction Corporation, construction of steel hangar, HMCS "Shearwater". *Sydney N S:* J P Porter Co Ltd, *dredging of berths in front of sheet piling walls & disposal of material, Point Edward Naval Base; George Mills & Sons Ltd, construction of base area including piling, walls, etc. *Camp Gagetown N B:* Chittick Ready Mixed Concrete, construction, operation & dismantling of central concrete mixing plant; Atlas Construction Co Ltd, installation of pipelines, service tunnel, etc; United Steel Corporation Ltd, *supply of process equipment for activated sludge type sewage treatment plant, including motors & driver. *Chatham N B:* Caldwell Construction Co Ltd, construction of transmitter bldg. *Coverdale N B:* M F Schurman Co Ltd, construction of combination stores & recreation bldg. *Bouchard P Q:* The Key Construction Ltd, construction of magazines. *Montreal P Q:* The Key Construction Ltd, construction of various bldgs. *Three Rivers P Q:* John F Wickendon Co Ltd, renovation of Ex-Hart Street convent for use as RCAF Reserve Accommodation Bldg. *Valcartier P Q:* A Deslauriers & Fils Ltd, construction of storage warehouse, Canadian Arsenals Ltd. *Camp Borden Ont:* Johnson Bros Co Ltd, conversion of existing bldgs to ordnance railhead depot. *Hamilton Ont:* Canadian Engineering & Contracting Co Ltd, construction of headquarters building; Ontario Electrical Construction Co Ltd, rewiring of armoury. *London Ont:* E P A Construction Co Ltd, construction of central heating plant, Wolseley Barracks; Sterling Construction Co Ltd, supply & installation of steam distribution system, Wolseley Barracks. *Ottawa Ont:* A S Peterson Ltd, extension & additions to DCED bldgs. *Trenton Ont:* H J McFarland Construction Co Ltd, preparation of site & construction of OR

Mess. *Uplands Ont:* Foster Wheeler Ltd, supply & installation of bituminous coal generating units; Argo Construction Ltd, construction of power plant bldg; B Perini & Sons (Canada) Ltd, construction of various bldgs. *Rivers Man:* John Plaxton Co Ltd, alterations to heating systems of various existing bldgs. *Cold Lake Alta:* Robertson-Irwin Ltd, supply, fabrication & erection of wall siding, floor & roof decking & fixed interior partitions, GCI Towers Operations Bldg & passageway; C W Carry Ltd, supply, fabrication, erection & shop painting of structural steel, GCI Towers Operations Bldg & passageway. *Edmonton Alta:* Bird Construction Co Ltd, construction of garage & POL service station; Poole Construction Co Ltd, construction of a gate house, Griesbach Barracks. *Kamloops B C:* G W Ledingham Co Ltd, construction of aerial tramway system, RCN Magazine.

**Building and Maintenance**

*Valcartier P Q:* Frost Steel & Wire Co Ltd, installation of chain link fence, RCOC Compound. *Aylmer Ont:* Lorne N McEwen, construction of extension to existing hospital. *Clinton Ont:* Goderich Manufacturing Co Ltd, construction of "Pre-Philco" training benches for TTS bldg. *Gloucester Ont:* Shore & Horwitz Construction Co Ltd, construction of combined gatehouse & fire apparatus bldg. *Ottawa Ont:* L Gendron & Fils, renovation of existing low pressure steam heating system, Cartier Street School. *Shirley Bay Ont:* John Inglis Co Ltd, construction of cold room & supply & installation of refrigeration system. *Gimli Man:* Hudson's Bay Co, installation of floor covering in bldgs.

## National Harbours Board

*Halifax Harbour N S:* Brookfield Construction Co Ltd, construction of carpenter's shop. *Vancouver Harbour B C:* Kennett Construction Co Ltd, renewal of substructure & floor of shed 2 & surfacing & drainage of west apron, Lapointe Pier.

## Department of Public Works

*Cripple Creek N S:* J P Porter Co Ltd, *dredging. *Dingwall N S:* McNamara Construction Co Ltd, *dredging. *Indian Point N S:* Cameron Contracting Ltd, wharf reconstruction. *John Vogler's Shore N S:* Michael C Campbell, breakwater repairs. *Main-a-Dieu N S:* R K MacDonald Construction Co Ltd, breakwater repairs & extension. *Caissie Cape N B:* Roger LeBlanc, *dredging. *Campbellton N B:* J P Porter Co Ltd, *dredging. *Dalhousie N B:* J P Porter Co Ltd, *dredging. *Hardwicke (French River) N B:* Roger LeBlanc, *dredging. *Point Sapin N B:* Yvon Leger, *dredging. *St John N B:* Hyman Davis, alterations & additions, Old Post Office Bldg. *Blackpool P Q:* Methe Freres Enrg, construction of bldg for Dept of Fisheries. *Hull P Q:* W D Laflamme Ltd, repairs to arches, Ottawa-Hull Causeway. *Mechins P Q:* Capt Irenee Verreault, *dredging. *Ottawa Ont:* Sirotek Construction Ltd, alterations to External Depot bldg, for Dept of External Affairs; J J Shea & Co, installation of oil burning equipment, Rideau Hall; Otis Elevator Co Ltd, installation of freight elevator, Connaught Bldg; Ontario Building Cleaning Co, cleaning of stonework, etc, Hunter Bldg; Turnbull Elevator Co Ltd, supply & installation of Mercury Arc rectifiers, Jackson Bldg; Universal Electric, installation of electrical work, Fuel Testing Plant, Booth St; A Lanctot Construction Co, alterations to elevator, fire escape & protection system, Elgin Bldg & Annex. *Wheatley (Muddy Creek) Ont:* Canadian Dredge & Dock Co Ltd, harbour improvements (breakwater repairs & extension—construction of sheet pile protection wall). *Virden Man:* Wyatt Construction Co Ltd, addition & alterations to public bldg. *Winnipeg Man:* Vulcan Iron & Engineering Ltd, *construction & delivery of two welded steel hopper scows. *Athabasca Alta:* Bird Construction Co Ltd, erection of public bldg. *Calgary Alta:* Poole Construction Co Ltd, alterations & additions, Col Belcher Hospital. *New Westminster B C:* Ed Walsh & Co Ltd, construction of concrete retaining wall, Rlwy Bridge. *Prince George B C:* A P Anderson's Lumber Yard Ltd, alterations to old post office bldg for UIC. *Prince Rupert B C:* Saanich Plumbing & Heating, installation of boiler, Miller Bay Indian Hospital. *Vancouver B C:* B C Marine Engineers & Shipbuilders Ltd, *overhaul of dredge "PWD No 305" (King Edward) & attending plant; Totem Painting Co Ltd, exterior & part interior painting, Alvin Bldg; Totem Painting Co Ltd, washing down, exterior & part interior painting, Begg Bldg; Burrard Dry Dock Co Ltd, *overhaul of dredge "PWD No 303". *White Rock B C:* Vancouver Pile Driving & Contracting Co Ltd, construction of wharf & floats & repairs to breakwater.

*Belle Isle Nfld:* Tower Co Ltd, prefabrication & erection of staff dwelling. *Gander Nfld:* Eastern Woodworkers Ltd, construction of various bldgs; North Shore Construction Co Ltd, construction of water & sewer mains. *Dorval P Q:* Highway Paving Co Ltd, additional airport development. *Quebec P Q:* Cartier Construction Ltd, additional airport development. *Red Mill P Q:* Rapid Construction Ltee, construction of Three Rivers Coast Station. *White Island Reef, P Q:* Foundation Co of Canada Ltd, construction of steel & concrete crib for substructure for light & fog alarm. *Downsview Ont:* Ontario Electrical Construction Co Ltd, airport lighting facilities. *Kitimat B C:* Northwest Construction Ltd, construction of Radio Beacon Station. *Baker Lake NWT:* Tower Co Ltd, prefabrication & erection of Arctic Staff Residence. *Resolute Bay NWT:* Tower Co Ltd prefabrication of sleeping quarters, utility building & connecting passage & installation of hot air heating system.

# Prices and the Cost of Living*

## Consumer Price Index, June 1, 1954

The consumer price index advanced 0·5 per cent from 115·5 to 116·1 between May 1 and June 1. The rise was almost entirely attributable to increased food prices.

Among other groups, shelter was the only one to advance.

The 0·6-point advance, only the second rise this year, was the largest since one of the same size during October 1951. The only previous 1954 increase was one of one-tenth of a point during March.

The index at June 1 stood 0·6 points below the 1953 high of 116·7, 1·7 points higher than last year's low of 114·4 and 2·1 points below the all-time high of 118·2 recorded January 1, 1952.

The food index rose from 110·2 to 112·0 as higher prices were reported for a wide range of items, in particular, meats, fresh vegetables, fresh and canned fruits, and coffee. A number of food items were unchanged in price while some others, notably butter and chicken, were lower.

The increase in shelter from 125·8 to 126·4 resulted entirely from higher rents.

Lower prices for nylon hosiery, combined with small scattered decreases among other clothing items, resulted in a decline of 0·2 per cent in the clothing index from 109·9 to 109·7.

In the household operation group, decreases for several electrical appliances, cotton sheets and garbage cans and seasonal declines for coal were more than sufficient to offset increases in a number of services, cleaning supplies and furniture items. The index for this group fell from 117·3 to 117.1.

No significant changes were reported in other commodities and services and the index for this group remained at 117·5.

The index one year earlier (June 1, 1953) was 114·9. Group indexes on that date were: food 111·4, shelter 123·6, clothing 110·1, household operation 116·6 and other commodities and services 115·1.

## City Consumer Price Indexes, May 1, 1954

Consumer price indexes for regional cities were relatively stable between April 1 and May 1. Four of the ten series remained unchanged, four declined and two advanced; the change in any city did not exceed 0·2 per cent.

Decreases for butter, eggs, fruits, lamb, veal and chicken and increases for coffee, tea, beef, pork and vegetables resulted in lower food indexes in five cities, higher indexes in four, while the Ottawa series was unchanged.

Shelter indexes, reflecting advances in rents, moved up in all cities except St. John's, where no change was recorded.

Clothing prices were practically unchanged and as a result clothing indexes showed no over-all movement in seven cities. Of the remaining three cities, two decreased slightly and one increased.

Decreases in appliances and cleaning supplies and seasonally lower coal prices predominated in the household operation group, while mixed changes were reported for furniture, floor coverings, utensils and other household equipment.

*See Tables F-1 to F-6 at back of book.

Other commodities and services indexes moved up in eight cities, principally because of increases in theatre admissions and hairdressing prices. Tire prices were lower in nine centres.

Regional consumer price index point changes between April 1 and May 1 were as follows: Halifax —0·2 to 113·6; Saint John —0·1 to 115·8; Winnipeg —0·1 to 114·8; Saskatoon-Regina —0·1 to 113·5; St. John's +0·2 to 102·2*; Edmonton-Calgary +0·1 to 114·4. Four cities remained unchanged: Montreal at 116·3; Ottawa at 115·5; Toronto at 117·7; and Vancouver at 116·9.

## Wholesale Prices, May 1954

Wholesale prices were slightly higher in May. The Dominion Bureau of Statistics general index rose 0·1 per cent to 218·2 between April and May. While the change was small it marked the first 1954 increase in the total index.

Five of the eight major groups were firmer, led by an increase of 1·5 per cent in animal products.

Higher quotations for livestock, fresh and cured meats, raw furs, hides and leather more than offset decreases in milk and its products, fishery products, lard and tallow, footwear, fowl and eggs, and the animal products index advanced to 244·5 from 240·9.

The vegetable products index moved up 0·3 per cent to 196·5 as advances for bananas, potatoes, cocoa beans, onions, barley and unmanufactured leaf tobacco, among others, outweighed decreases for feeds, vegetable oils, raw sugar, flour, oats, rye and flax.

A rise in the fibres, textiles and textile products group to 233·7 from 233·3 resulted from higher quotations for raw cotton, raw wool, both domestic and imported, worsted yarns and cloth. Nylon hosiery, cotton fabrics, woollen hosiery and knit goods and rayon fabrics were lower.

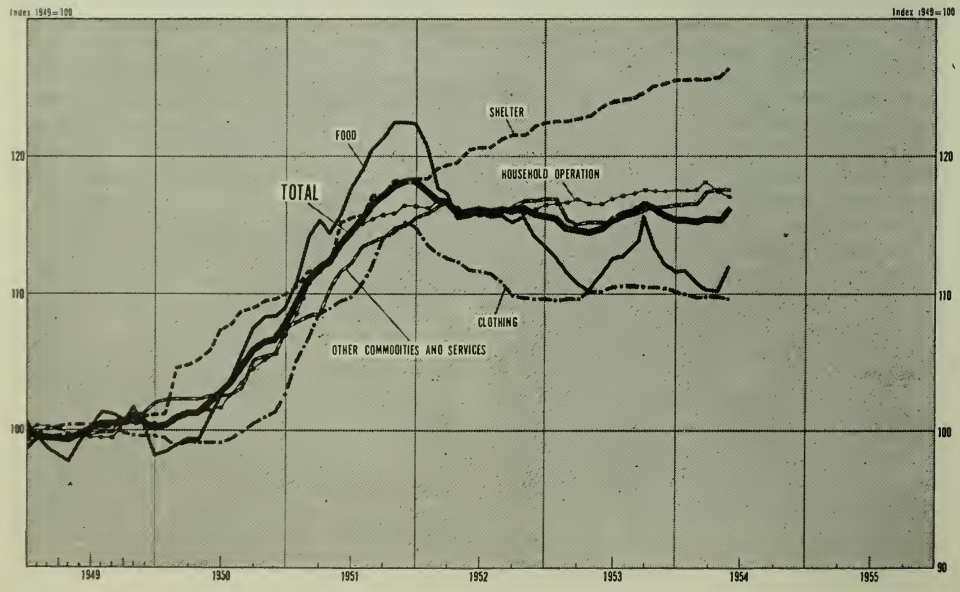
Slightly higher prices for newsprint and woodpulp, due to a firmer tone for the United States dollar, outweighed a decline in cedar lumber and were reflected in a gain of 0·2 per cent to 286·2 in the wood, wood products and paper group.

A rise of 0·2 per cent to 168·0 in the non-ferrous metals index reflected firmer quotations for copper and its products, gold, lead, zinc and silver, which overbalanced a decline in tin.

Of the three groups which moved down, iron and its products showed the largest decrease of 1·2 per cent to 211·7. This resulted from weakness in structural steel shapes, iron and steel pipe and wire.

*On base 1951=100.

## CONSUMER PRICE INDEX FROM JANUARY 1949



Decreases in imported coal, sand and gravel overbalanced strength in building tile, crude oil and sulphur to lower the non-metallic series 0·9 per cent to 176·7.

The index for chemicals and allied products weakened 0·1 per cent to 175·9 as a result of lower quotations for sodium cyanide and acetylene gas which outweighed upturns in shellac, sodium bichromate, carbon black and lithopone.

Canadian farm product prices at terminal markets moved up 2 per cent to 209·6 between April and May. Animal product prices lent principal support as the index for this series advanced 2·9 per cent to 268·0, following substantial increases in steers and hogs, and lesser changes for raw wool and eastern cheese milk and eggs. Decreases were noted for fluid milk, butterfat, poultry in eastern Canada and eggs and cheese milk in western Canada. An increase of 0·4 per cent to 151·2 in field products reflected higher quotations for potatoes, raw leaf tobacco, eastern barley and western hay. Lower quotations were recorded for eastern hay and western flax and rye.

Residential building material prices weakened 0·1 per cent to 275·9 as lower prices were registered for sand, gravel and cast iron water pipe, which overbalanced a firmer tone for spruce scantling and shellac. The index for non-residential building materials declined 1.2 per cent to 121·1 in May as decreases for structural steel shapes, sand, gravel, and soil pipe, among others, overweighed higher quotations for building tile and shellac.

# Strikes and Lockouts

## Canada, May 1954*

Fewer work stoppages resulting from industrial disputes were in existence during May than in April, only seven new stoppages occurring during the month. Comparatively little time was lost.

Disputes involving hotel and beverage room employees in four Alberta cities, garage workers at St. John's, Nfld., and safety glass factory workers at Windsor, Ont., caused more than two-thirds of the total idleness.

The question of increased wages and related causes was a factor in 10 of the 20 stoppages during May, causing 57 per cent of the idleness. Of the other disputes, three arose over reduced hours, three over causes affecting working conditions, two over suspensions or dismissals, one over union questions and one was a sympathy stoppage.

Preliminary figures for May 1954 show a total of 20 stoppages in existence during the month, involving 3,341 workers, with a time loss of 31,040 man-days, compared with 33 strikes and lockouts in April 1954, with 2,268 workers involved and a loss of 24,661 days. In May 1953 there were 30 stoppages, 4,752 workers involved and a loss of 36,097 days.

For the first five months of 1954 preliminary figures show a total of 74 strikes and lockouts, involving 16,164 workers, with a time loss of 278,885 man-days. In the same period in 1953 there were 69 strikes and lockouts, 14,657 workers involved and a loss of 153,102 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in May 1954 was 0·04 per cent of the estimated working time; April 1954, 0·03 per cent; May 1953, 0·04 per cent; the first five months of 1954, 0·07 per cent; and the first five months of 1953, 0·04 per cent.

Of the 20 disputes during May, one was settled in favour of the workers, one in favour of the employer, four were compromise settlements and three were indefinite in result, work being resumed pending final settlement. At the end of the month 11 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B. on February 9, 1953, and sawmill workers at Stellarton, N.S., on October 19, 1953.)

*See Tables G-1 and G-2 at back of book.

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics.*)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette,* the number of work stoppages in Great Britain and Northern Ireland beginning in March 1954 was 214 and 16 were still in progress from the previous month, making a total of 230 during the month. In all stoppages of work in progress 46,000 workers were involved and a time loss of 170,000 days caused.

Of the 214 disputes leading to stoppages of work which began in March, 13, directly involving 4,400 workers, arose over demands for advances in wages, and 81, directly involving 8,600 workers, over other wage questions; four, directly involving 100 workers, over questions as to working hours; 26, directly involving 6,000 workers, over questions respecting the employment of particular classes or persons; 86, directly involving 15,100 workers, over other questions respecting working arrangements; three, directly involving 500 workers, over questions of trade union principle; and one, directly involving 700 workers, was in support of workers involved in another dispute.

### United States

Preliminary figures for April 1954 show 300 work stoppages resulting from labour-management disputes beginning in the month, in which 130,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,200,000 man-days. Corresponding figures for March 1954 were 225 stoppages involving 100,000 workers and a loss of 1,300,000 days.

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# Publications Recently Received in Labour Department Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 70 *(Concluded)*

### Wages and Hours

63. **Pennsylvania. Bureau of Employment Security.** *Employment and Wages of Pennsylvania Workers covered by the Unemployment Compensation Law, 1952.* Harrisburg, Penn., 1953. Pp. 31.

### Women

64. **National Council of Women of Canada.** *Year Book, 1953.* Ottawa, 1954? Pp. 156.

65. **Norwegian Joint Committee on International Social Policy.** *The Status of Women in Norway To-day; a Survey.* Oslo, 1953. Pp. 67.

66. **U.S. Women's Bureau.** *Toward Better Working Conditions for Women; Methods and Policies of the National Women's Trade Union League of America.* Washington, G.P.O., 1953. Pp. 71.

List No. 71.

### Accidents

1. **Great Britain. Standing Inter-Departmental Committee on Accidents in the Home.** *Accidents in the Home;* Report. London, H.M.S.O., 1953. Pp. 11.

2. **Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, Paris.** *La Laine; Lavage, Peignage, Filature.* Paris, 1953. Pp. 139.

## Collective Agreements

3. **Brotherhood of Railroad Trainmen.** *Negotiating Manual.* Cleveland, 1953. Pp. 189.

4. **Cartwright, P. W.** *Negotiated Health and Welfare Programs in Labor-Management Agreements in the Pacific Northwest, 1953-1954,* by P. W. Cartwright, J. B. Gillingham and W. S. Hopkins. Seattle, Institute of Labor Economics, University of Washington, 1954. Pp. 18.

## Co-operation

5. **International Labour Office.** *Action of the I.L.O. as regards Co-operation, particularly as regards its Practical Activities.* First item on the agenda. Geneva, 1953. Pp. 30.

6. **International Labour Office.** *Co-operative Legislation.* Second item on the agenda. Geneva, 1953. Pp. 74.

7. **International Labour Office.** *Inter-Co-operative Relations.* Fourth item on the agenda. Geneva, 1953. Pp. 56.

8. **International Labour Office.** *Organization and Functions of Government Co-operative Services.* Third item on the agenda. Geneva, 1953. Pp. 29.

9. **Saskatchewan. Department of Co-operative Development.** *Ninth Annual Report, 1953.* Regina, Queen's Printer, 1954. 1 Volume. (Various pagings.)

## Co-operative Societies

10. **Saskatchewan. Department of Co-operation and Co-operative Development. Credit Union Services.** *Annual Report of Credit Union Services . . . for Year . . . 1952.* Regina, Queen's Printer, 1953. Pp. 58.

11. **U.S. Bureau of Labor Statistics.** *Consumer Co-operatives in the United States; Recent Developments.* Washington, G.P.O., 1954. Pp. 31.

## Discrimination in Employment

12. **Hope, John.** *Industrial Integration of Negroes: the Upgrading Process.* New York, Society for Applied Anthropology, 1952. Pp. 5-14.

13. **Ruchames, Louis.** *Race, Jobs and Politics; the Story of FEPC.* New York, Columbia University Press, 1953. Pp. 255.

## Economic Conditions

14. **Bridson, D. G.** *Progress in Asia; the Colombo Plan in Action.* London, H.M.S.O., 1953. Pp. 36.

15. **Committee for Economic Development.** *Defense against Recession: Policy for Greater Economic Stability.* A statement on national policy by the Research and Policy Committee of the Committee for Economic Development, New York, 1954. Pp. 53.

16. **Rhode Island. Development Council.** *Rhode Island's Industrial Balance Sheet, a Summary Statement, Extract from an Introduction to the Economy of Rhode Island.* Providence, 1953. Pp. 24.

17. **United Nations. Economic and Social Council. Economic Commission for Asia and the Far East.** *Economic Survey of Asia and the Far East, 1953.* Prepared by the Research and Planning Division, Economic Commission for Asia and the Far East. Bangkok, 1954. Pp. 161.

## Efficiency, Industrial

18. **American Management Association.** *Stepping up Office Efficiency: Organization, Cost Control, Standards.* New York, 1953. Pp. 46.

19. **Standard Register Company.** *Paperwork Simplification for Better Management Control.* Dayton, Ohio, 1954. Pp. 22.

## Employment Management

20. **American Management Association.** *The Human Side of the Office Manager's Job; with a Paper on The Spirit of an Organization.* New York, 1953. Pp. 40.

21. **American Management Association.** *The Personnel Administrator at the Crossroads. Meeting the New Challenges of Personnel Management.* New York, c1953. Pp. 54.

22. **National Industrial Conference Board.** *Industrial Security.* II. *Plant Guard Handbook,* by R. Maxil Ballinger. New York, 1953.

23. **Paterson, Donald Gildersleeve.** *Revised Minnesota Occupational Rating Scales,* by Donald G. Paterson, D. d'A. Garken, and Milton E. Hahn. Minneapolis, University of Minnesota Press, c1953.

## Grievance Procedures

24. **National Foremen's Institute.** *Human Relations Casebook; a Practical Guide on how to avoid Grievances.* Prepared and edited by the staff of the Employee Relations Bulletin, New London, Conn. 1953. Pp. 112.

25. **Van Mol, Louis J.** *Effective Procedures for the Handling of Employee Grievances.* Chicago, Civil Service Assembly of the United States and Canada, 1953.

## Industrial Disputes

26. **Chamberlain, Neil W.** *The Impact of Strikes, Their Social and Economic*

*Costs,* by Neil W. Chamberlain and Jane Metzer Schilling. New York, Harper, 1954. Pp. 257.

27. **Hall, Frederick Smith.** *Sympathetic Strikes and Sympathetic Lockouts.* New York, Columbia University, 1898. Pp. 118.

## Industrial Relations

28. **Australian Stevedoring Industry Board.** *Report. 1st, 1949/50-4th, 1952/53.* Sydney, 1951-1953. 4 Volumes.

29. **U.S. National Labor Relations Board.** *Eighteenth Annual Report for the Fiscal Year ended June 30, 1953.* Washington, G.P.O., 1954. Pp. 117.

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## TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

| | Week ended April 17, 1954 | | | Week ended March 20, 1954 | | |
|---|---|---|---|---|---|---|
| | Total | Males | Females | Total | Males | Females |
| Total civilian non-institutional population | 10,158 | 5,052 | 5,106 | 10,148 | 5,049 | 5,099 |
| A. Civilian labour force | 5,257 | 4,071 | 1,186 | 5,236 | 4,044 | 1,192 |
| Persons at work | 4,845 | 3,715 | 1,130 | 4,805 | 3,671 | 1,134 |
| 35 hours or more | 2,890 | 2,386 | 504 | 4,459 | 3,476 | 983 |
| Less than 35 hours | (2) 1,955 | 1,329 | 626 | 346 | 195 | 151 |
| Usually work 35 hours or more | (2) 1,752 | 1,254 | 498 | 153 | 123 | 30 |
| (a) laid off for part of the week | * | * | * | 10 | * | * |
| (b) on short time | 59 | 45 | 14 | 61 | 50 | 11 |
| (c) lost job during the week | * | * | * | * | * | * |
| (d) found job during the week | * | * | * | * | * | * |
| (e) bad weather | 14 | 14 | * | 12 | 12 | * |
| (f) illness | 20 | 16 | * | 30 | 21 | * |
| (g) industrial dispute | * | * | * | * | * | * |
| (h) vacation | (2) 81 | 50 | 31 | * | * | * |
| (i) other | (2) 1,560 | 1,114 | 446 | 24 | 21 | * |
| Usually work less than 35 hours | 203 | 75 | 128 | 193 | 72 | 121 |
| Persons with jobs not at work | 109 | 86 | 23 | 113 | 89 | 24 |
| Usually work 35 hours or more | 106 | 84 | 22 | 110 | 88 | 22 |
| (a) laid off for full week | 20 | 17 | * | 21 | 19 | * |
| (b) bad weather | * | * | * | * | * | * |
| (c) illness | 47 | 37 | 10 | 57 | 43 | 14 |
| (d) industrial dispute | * | * | * | * | * | * |
| (e) vacation | 22 | 15 | * | 17 | 13 | * |
| (f) other | 12 | 10 | * | 12 | 10 | * |
| Usually work less than 35 hours | * | * | * | * | * | * |
| Persons without jobs and seeking work (1) | 303 | 270 | 33 | 318 | 284 | 34 |
| B. Persons not in the labour force | 4,901 | 981 | 3,920 | 4,912 | 1,005 | 3,907 |
| (a) permanently unable or too old to work | 194 | 129 | 65 | 186 | 123 | 63 |
| (b) keeping house | 3,391 | * | 3,387 | 3,399 | * | 3,396 |
| (c) going to school | 697 | 359 | 338 | 682 | 357 | 325 |
| (d) retired or voluntarily idle | 600 | 478 | 122 | 626 | 510 | 116 |
| (e) other | 19 | 11 | * | 19 | 12 | * |

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

(2) The unusually large number working less than 35 hours was due to Good Friday being in the survey week. This explains nearly all the absence reported under (h) and (i).

* Less than 10,000.

## TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

| | Week ended April 17, 1954 | | | Week ended March 20, 1954 | | |
|---|---|---|---|---|---|---|
| | Total | Seeking Full-Time Work | Seeking Part-Time Work | Total | Seeking Full-Time Work | Seeking Part-Time Work |
| Total looking for work | 320 | 297 | 23 | 332 | 310 | 22 |
| Without jobs | 303 | 282 | 21 | 318 | 296 | 22 |
| under 1 month | 66 | ..... | ..... | 71 | ..... | ..... |
| 1— 3 months | 107 | ..... | ..... | 134 | ..... | ..... |
| 4— 6 months | 102 | ..... | ..... | 91 | ..... | ..... |
| 7—12 months | 23 | ..... | ..... | 17 | ..... | ..... |
| 13—18 months | * | ..... | ..... | * | ..... | ..... |
| 19—and over | * | ..... | ..... | * | ..... | ..... |
| Worked | 17 | 15 | * | 14 | 14 | * |
| 1—14 hours | * | * | * | * | * | * |
| 15—34 hours | 13 | 11 | * | * | * | * |

* Less than 10,000.

## TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED APRIL 17, 1954

(Estimates in thousands)

| — | Canada | Nfld. | P.E.I. N.S. N.B. | Que. | Ont. | Man. Sask. Alta. | B.C. |
|---|---|---|---|---|---|---|---|
| *The Labour Force* | | | | | | | |
| Both Sexes | 5,257 | 93 | 389 | 1,515 | 1,927 | 904 | 429 |
| Agricultural | 826 | * | 43 | 214 | 224 | 322 | 22 |
| Non-Agricultural | 4,431 | 92 | 346 | 1,301 | 1,703 | 582 | 407 |
| Males | 4,071 | 75 | 313 | 1,163 | 1,456 | 734 | 330 |
| Agricultural | 799 | * | 41 | 212 | 216 | 310 | 19 |
| Non-Agricultural | 3,272 | 74 | 272 | 951 | 1,240 | 424 | 311 |
| Females | 1,186 | 18 | 76 | 352 | 471 | 170 | 99 |
| Agricultural | 27 | * | * | * | * | 12 | * |
| Non-Agricultural | 1,159 | 18 | 74 | 350 | 463 | 158 | 96 |
| All ages | 5,257 | 93 | 389 | 1,515 | 1,927 | 904 | 429 |
| 14—19 years | 491 | 12 | 37 | 178 | 161 | 71 | 32 |
| 20—24 years | 698 | 15 | 47 | 233 | 238 | 121 | 44 |
| 25—44 years | 2,454 | 42 | 173 | 709 | 897 | 422 | 211 |
| 45—64 years | 1,410 | 22 | 109 | 357 | 546 | 253 | 123 |
| 65 years and over | 204 | * | 23 | 38 | 85 | 37 | 19 |
| *Persons with Jobs* | | | | | | | |
| All status groups | 4,954 | 82 | 346 | 1,401 | 1,850 | 870 | 405 |
| Males | 3,801 | 65 | 274 | 1,063 | 1,388 | 703 | 308 |
| Females | 1,153 | 17 | 72 | 338 | 462 | 167 | 97 |
| Agricultural | 819 | * | 42 | 212 | 223 | 320 | 21 |
| Non-Agricultural | 4,135 | 81 | 304 | 1,189 | 1,627 | 550 | 384 |
| Paid Workers | 3,728 | 71 | 250 | 1,072 | 1,502 | 492 | 341 |
| Males | 2,683 | 55 | 189 | 762 | 1,076 | 346 | 255 |
| Females | 1,045 | 16 | 61 | 310 | 426 | 146 | 86 |
| *Persons Without Jobs and Seeking Work* | | | | | | | |
| Both Sexes | 303 | 11 | 43 | 114 | 77 | 34 | 24 |
| *Persons not in the Labour Force* | | | | | | | |
| Both Sexes | 4,901 | 147 | 465 | 1,349 | 1,560 | 930 | 450 |
| Males | 981 | 48 | 104 | 247 | 264 | 208 | 110 |
| Females | 3,920 | 99 | 361 | 1,102 | 1,296 | 722 | 340 |

* Less than 10,000.

## TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Month | Atlantic | Quebec | Ontario | Prairies | B.C. Yukon N.W.T. | Canada Total | Adult Males |
|---|---|---|---|---|---|---|---|
| 1949—Total | 2,777 | 18,005 | 48,607 | 17,904 | 7,924 | 95,217 | 39,044 |
| 1950—Total | 2,198 | 13,575 | 39,041 | 12,975 | 6,123 | 73,912 | 30,700 |
| 1951—Total | 3,928 | 46,033 | 104,842 | 25,165 | 14,423 | 194,391 | 95,818 |
| 1952—Total | 4,531 | 35,318 | 86,059 | 23,560 | 15,030 | 164,498 | 66,083 |
| 1953—Total | 4,049 | 34,294 | 90,120 | 27,208 | 13,197 | 168,868 | 68,269 |
| 1953—January-April | 1,446 | 7,007 | 20,403 | 6,768 | 3,431 | 39,055 | 15,690 |
| 1954—January-April | 1,139 | 7,782 | 25,359 | 6,992 | 3,605 | 44,877 | 19,795 |

## TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Month | Managerial and Professional | Clerical | Transportation and Communication | Commercial and Financial | Service | Agriculture | Fishing, Trapping, Logging and Mining | Manufacturing, Mechanical and Construction | Labourers | Others | Total Workers |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1951—Total | 4,001 | 5,317 | ..... | ..... | ..... | 25,890 | ..... | ..... | ..... | 5,402 | 114,786 |
| 1952—Total | 7,054 | 6,900 | ..... | ..... | ..... | 16,971 | ..... | ..... | ..... | 1,526 | 85,029 |
| 1953—Total | 10,021 | 6,339 | 1,855 | 3,185 | 13,766 | 17,250 | 879 | 26,492 | 10,380 | 966 | 91,133 |
| 1953—January-April | 2,507 | 1,613 | 444 | 897 | 2,968 | 4,614 | 179 | 6,257 | 1,237 | 311 | 21,027 |
| 1954—January-April | 2,802 | 1,862 | 632 | 870 | 3,476 | 4,523 | 223 | 7,157 | 3,445 | 272 | 25,262 |

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

# B—Labour Income

## TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

| — | Agriculture, Forestry, Fishing, Trapping, Mining | Manufacturing | Construction | Utilities, Transportation, Communication, Storage, Trade | Finance, Services, (including Government) | Supplementary Labour Income | Total |
|---|---|---|---|---|---|---|---|
| 1943—Average | 32 | 168 | 21 | 86 | 78 | 14 | 399 |
| 1944—Average | 33 | 171 | 17 | 95 | 83 | 13 | 412 |
| 1945—Average | 35 | 156 | 19 | 100 | 90 | 13 | 413 |
| 1946—Average | 41 | 147 | 25 | 114 | 103 | 14 | 444 |
| 1947—Average | 42 | 177 | 34 | 134 | 114 | 17 | 518 |
| 1948—Average | 49 | 203 | 41 | 154 | 131 | 19 | 597 |
| *1949—Average | 49 | 214 | 47 | 169 | 147 | 21 | 647 |
| 1950—Average | 55 | 231 | 47 | 180 | 156 | 24 | 693 |
| 1951—Average | 72 | 272 | 52 | 208 | 178 | 28 | 810 |
| 1952—Average | 76 | 302 | 62 | 230 | 199 | 32 | 901 |
| 1953—Average | 73 | 330 | 70 | 250 | 215 | 34 | 972 |
| 1951—November | 85 | 283 | 59 | 223 | 190 | 30 | 870 |
| December | 83 | 289 | 50 | 223 | 188 | 29 | 862 |
| 1952—January | 80 | 282 | 48 | 215 | 188 | 31 | 844 |
| February | 82 | 287 | 47 | 216 | 193 | 30 | 855 |
| March | 75 | 293 | 48 | 217 | 193 | 31 | 857 |
| April | 64 | 293 | 53 | 222 | 194 | 31 | 857 |
| May | 70 | 295 | 59 | 227 | 198 | 31 | 880 |
| June | 72 | 295 | 61 | 231 | 202 | 31 | 892 |
| July | 72 | 297 | 70 | 234 | 198 | 32 | 903 |
| August | 78 | 308 | 75 | 234 | 198 | 32 | 925 |
| September | 80 | 315 | 74 | 236 | 203 | 33 | 941 |
| October | 83 | 317 | 78 | 238 | 205 | 34 | 955 |
| November | 84 | 321 | 75 | 242 | 206 | 33 | 961 |
| December | 78 | 325 | 62 | 244 | 205 | 34 | 948 |
| 1953—January | 72 | 321 | 58 | 246* | 203 | 34 | 934 |
| February | 70 | 326 | 55 | 234 | 205 | 33 | 923 |
| March | 62 | 328 | 57 | 234 | 210 | 33 | 924 |
| April | 60 | 328 | 63 | 251* | 210 | 34 | 946 |
| May | 69 | 331 | 72 | 246 | 214 | 34 | 966 |
| June | 75 | 333 | 72 | 251 | 216 | 34 | 981 |
| July | 77 | 330 | 76 | 253 | 212 | 35 | 983 |
| August | 80 | 334 | 81 | 253 | 212 | 34 | 994 |
| September | 80 | 337 | 82 | 256 | 224 | 35 | 1,014 |
| October | 78 | 333 | 83 | 257 | 226 | 35 | 1,012 |
| November | 77 | 328 | 76 | 256 | 224 | 35 | 996 |
| December | 71 | 333 | 69 | 255 | 225 | 35 | 988 |
| 1954—January | 65 | 322 | 56 | 245 | 223 | 34 | 945 |
| February | 66 | 325 | 54 | 247 | 225 | 33 | 950 |
| March | 62 | 323 | 54 | 245 | 226 | 33 | 943 |
| April | 59 | 322 | 59 | 251 | 229 | 34 | 954 |

* Includes Newfoundland, since 1949. †Includes retroactive wage payment to railway employees.

# C—Employment, Hours and Earnings

## TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

**Tables C-1 and C-2 are based on reports from employees having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,370,962.**

| Year and Month | Canada | Newfoundland | Prince Edward Island | Nova Scotia | New Brunswick | Quebec | Ontario | Manitoba | Saskatchewan | Alberta | British Columbia |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1947—Average | 95·7 | ..... | 93·3 | 92·1 | 104·3 | 97·8 | 94·7 | 93·6 | 97·2 | 88·1 | 97·1 |
| 1948—Average | 99·7 | ..... | 102·6 | 99·6 | 105·2 | 101·2 | 98·9 | 97·2 | 99·5 | 93·7 | 101·3 |
| 1949—Average | 100·0 | ..... | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 |
| 1950—Average | 101·5 | ..... | 110·3 | 95·6 | 102·6 | 100·5 | 102·7 | 100·8 | 100·8 | 104·5 | 100·8 |
| 1951—Average | 108·8 | 111·7 | 112·6 | 100·3 | 109·0 | 109·2 | 110·4 | 103·9 | 106·0 | 112·4 | 106·1 |
| 1952—Average | 111·0 | 130·2 | 123·2 | 104·0 | 109·5 | 113·4 | 112·0 | 106·0 | 111·4 | 120·8 | 106·7 |
| 1953—Average | 113·4 | 140·9 | 116·4 | 101·2 | 101·4 | 112·8 | 114·7 | 107·2 | 116·0 | 128·5 | 108·4 |
| Apr. 1, 1952 | 107·5 | 112·2 | 135·9 | 99·9 | 116·2 | 107·8 | 108·4 | 101·3 | 101·6 | 111·8 | 105·2 |
| Jan. 1, 1953 | 113·0 | 132·4 | 116·7 | 99·3 | 107·8 | 113·8 | 114·5 | 106·7 | 113·5 | 125·7 | 106·4 |
| Feb. 1, 1953 | 110·3 | 125·3 | 110·8 | 101·0 | 100·6 | 110·6 | 113·1 | 104·0 | 106·2 | 121·6 | 101·0 |
| Mar. 1, 1953 | 110·0 | 117·8 | 103·7 | 97·9 | 98·6 | 109·7 | 112·9 | 102·5 | 105·7 | 122·7 | 102·1 |
| Apr. 1, 1953 | 110·0 | 122·4 | 104·0 | 96·9 | 96·6 | 108·3 | 113·2 | 102·9 | 105·7 | 121·6 | 104·6 |
| May 1, 1953 | 110·9 | 133·6 | 108·3 | 97·4 | 94·8 | 109·1 | 113·4 | 104·8 | 109·2 | 123·6 | 106·5 |
| June 1, 1953 | 112·4 | 144·1 | 118·8 | 100·7 | 99·6 | 111·8 | 113·7 | 106·7 | 115·1 | 127·7 | 108·1 |
| July 1, 1953 | 114·9 | 154·7 | 119·6 | 103·9 | 100·4 | 113·7 | 115·7 | 109·3 | 119·7 | 131·3 | 111·6 |
| Aug. 1, 1953 | 115·6 | 156·6 | 124·6 | 104·2 | 105·4 | 114·0 | 115·4 | 110·5 | 123·3 | 135·2 | 114·2 |
| Sept. 1, 1953 | 116·6 | 156·0 | 124·7 | 104·0 | 107·1 | 115·6 | 116·5 | 111·1 | 123·3 | 135·6 | 114·7 |
| Oct. 1, 1953 | 116·9 | 157·4 | 119·8 | 104·7 | 102·2 | 116·2 | 117·1 | 110·5 | 123·9 | 135·0 | 114·6 |
| Nov. 1, 1953 | 115·9 | 149·8 | 125·2 | 103·9 | 101·9 | 116·3 | 116·3 | 108·7 | 124·1 | 132·4 | 110·2 |
| Dec. 1, 1953 | 114·1 | 141·2 | 121·1 | 100·2 | 102·3 | 114·6 | 114·8 | 108·8 | 122·7 | 130·1 | 107·1 |
| Jan. 1, 1954 | 109·9 | 125·4 | 105·8 | 97·5 | 99·7 | 108·7 | 112·3 | 104·7 | 115·9 | 124·7 | 103·2 |
| Feb. 1, 1954 | 107·0 | 113·4 | 96·0 | 95·4 | 97·6 | 105·7 | 110·8 | 100·9 | 109·5 | 118·3 | 97·5 |
| Mar. 1, 1954 | 106·5 | 112·9 | 102·4 | 95·2 | 123·2 | 105·1 | 110·1 | 99·6 | 108·6 | 119·3 | 98·1 |
| Apr. 1, 1954 | 105·5 | 113·1 | 92·5 | 92·1 | 113·7 | 103·5 | 108·9 | 99·7 | 107·4 | 118·1 | 101·4 |
| Percentage Distribution of Employees of Reporting Establishments at April 1, 1954 | 100·0 | 1·4 | 0·2 | 3·3 | 2·3 | 28·2 | 43·3 | 5·1 | 2·3 | 5·0 | 8·9 |

NOTE:—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

## TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

| Year and Month | Industrial Composite[1] | | | | Manufacturing | | | |
|---|---|---|---|---|---|---|---|---|
| | Index Numbers | | | Average Weekly Wages and Salaries | Index Numbers | | | Average Weekly Wages and Salaries |
| | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | |
| | | | | $ | | | | $ |
| 1947—Average | 95·7 | 80·7 | 84·2 | 36.19 | 97·2 | 80·4 | 92·6 | 36.34 |
| 1948—Average | 99·7 | 93·2 | 93·2 | 40.06 | 100·1 | 92·6 | 92·5 | 40.67 |
| 1949—Average | 100·0 | 100·0 | 100·0 | 42.96 | 100·0 | 100·0 | 100·0 | 43.97 |
| 1950—Average | 101·5 | 106·0 | 104·4 | 44.84 | 100·9 | 106·2 | 105·1 | 46.21 |
| 1951—Average | 108·8 | 125·6 | 115·5 | 49.61 | 108·0 | 126·1 | 116·6 | 51.25 |
| 1952—Average | 111·6 | 139·7 | 126·0 | 54.13 | 109·3 | 140·3 | 127·6 | 56.11 |
| 1953—Average | 113·4 | 151·5 | 133·4 | 57.30 | 113·3 | 152·4 | 134·2 | 59.01 |
| Apr. 1, 1952 | 107·5 | 135·5 | 126·4 | 54.32 | 107·0 | 137·7 | 128·6 | 56.55 |
| Jan. 1, 1953 | 113·0 | 141·6 | 125·3 | 53.81 | 111·4 | 139·1 | 124·9 | 54.92 |
| Feb. 1, 1953 | 110·3 | 145·8 | 132·0 | 56.72 | 111·9 | 149·7 | 133·8 | 58.82 |
| Mar. 1, 1953 | 110·0 | 147·0 | 133·6 | 57.40 | 112·7 | 151·9 | 134·8 | 59.25 |
| Apr. 1, 1953 | 110·0 | 146·7 | 133·4 | 57.33 | 112·9 | 152·6 | 135·2 | 59.43 |
| May 1, 1953 | 110·9 | 148·2 | 133·9 | 57.52 | 113·1 | 152·9 | 135·2 | 59.43 |
| June 1, 1953 | 112·4 | 151·5 | 134·4 | 57.72 | 113·4 | 154·0 | 135·2 | 59.43 |
| July 1, 1953 | 114·9 | 154·5 | 134·0 | 57.57 | 114·7 | 155·0 | 134·5 | 59.16 |
| Aug. 1, 1953 | 115·6 | 155·3 | 133·9 | 57.52 | 114·4 | 153·9 | 134·0 | 58.93 |
| Sept. 1, 1953 | 116·6 | 157·0 | 134·1 | 57.61 | 115·6 | 155·4 | 133·8 | 58.83 |
| Oct. 1, 1953 | 116·9 | 158·7 | 135·3 | 58.11 | 115·2 | 157·1 | 135·8 | 59.69 |
| Nov. 1, 1953 | 115·9 | 157·4 | 135·3 | 58.14 | 113·1 | 155·0 | 136·4 | 59.98 |
| Dec. 1, 1953 | 114·1 | 154·9 | 135·3 | 58.13 | 110·9 | 152·8 | 137·1 | 60.29 |
| Jan. 1, 1954 | 109·9 | 145·3 | 131·7 | 56.56 | 108·0 | 143·7 | 132·5 | 58.24 |
| Feb. 1, 1954 | 107·0 | 146·2 | 136·1 | 58.47 | 108·3 | 150·0 | 137·8 | 60.60 |
| Mar. 1, 1954 | 106·5 | 147·6 | 138·0 | 59.30 | 108·1 | 151·2 | 139·2 | 61.20 |
| Apr. 1, 1954 | 105·5 | 145·6 | 137·5 | 59.06 | 107·7 | 150·7 | 139·2 | 61.22 |

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance insurance and real estate and (9) Service, (mainly hotels and restaurants, dry cleaning plants, business and recreational service).

## TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

| Year and Month | All Manufactures | | | Durable Goods | | | Non-Durable Goods | | |
|---|---|---|---|---|---|---|---|---|---|
| | Average Hours | Average Hourly Earnings | Average Weekly Wages | Average Hours | Average Hourly Earnings | Average Weekly Wages | Average Hours | Average Hourly Earnings | Average Weekly Wages |
| | No. | c | $ | No. | c | $ | No. | c | $ |
| 1945—Average..... | 44·3 | 69·4 | 30.74 | 44·7 | 76·7 | 34.28 | 43·7 | 60·7 | 26.53 |
| 1946—Average..... | 42·7 | 70·0 | 29.87 | 42·8 | 76·4 | 32.70 | 42·6 | 63·8 | 27.18 |
| 1947—Average..... | 42·5 | 80·3 | 34.13 | 42·7 | 87·2 | 37.23 | 42·3 | 73·4 | 31.05 |
| 1948—Average..... | 42·2 | 91·3 | 38.53 | 42·3 | 98·4 | 41.62 | 42·0 | 84·0 | 35.28 |
| 1949—Average..... | 42·3 | 98·6 | 41.71 | 42·5 | 106·5 | 45.26 | 42·0 | 90·6 | 38.05 |
| 1950—Average..... | 42·3 | 103·6 | 43.82 | 42·5 | 112·0 | 47.60 | 42·2 | 95·2 | 40.17 |
| 1951—Average..... | 41·8 | 116·8 | 48.82 | 42·0 | 125·8 | 52.84 | 41·7 | 107·2 | 44.70 |
| 1952—Average..... | 41·3 | 129·2 | 53.62 | 41·6 | 139·8 | 58.16 | 41·3 | 117·4 | 58.49 |
| 1953—Average..... | 41·3 | 135·8 | 56.09 | 41·6 | 147·1 | 61.19 | 40·9 | 122·9 | 50.27 |
| Apr. 1, 1952..... | 42·1 | 129·0 | 54.31 | 42·3 | 139·6 | 59.05 | 41·8 | 116·9 | 48.86 |
| *Jan. 1, 1953..... | 38·3 | 134·0 | 51.32 | 38·5 | 144·5 | 55.63 | 38·2 | 121·8 | 46.53 |
| Feb. 1, 1953..... | 41·9 | 134·2 | 56.23 | 41·9 | 145·7 | 61.05 | 41·8 | 120·8 | 50.49 |
| Mar. 1, 1953..... | 42·1 | 134·4 | 56.58 | 42·4 | 146·3 | 62.03 | 41·7 | 120·7 | 50.33 |
| Apr. 1, 1953..... | 42·1 | 134·9 | 56.79 | 42·3 | 146·7 | 62.05 | 41·8 | 121·3 | 50.70 |
| May 1, 1953..... | 41·8 | 135·5 | 56.64 | 42·2 | 146·8 | 61.95 | 41·5 | 122·4 | 50.80 |
| June 1, 1953..... | 41·7 | 135·9 | 56.67 | 42·1 | 146·8 | 61.80 | 41·3 | 123·1 | 50.84 |
| July 1, 1953..... | 41·3 | 136·2 | 56.25 | 41·9 | 147·0 | 61.59 | 40·8 | 123·5 | 50.39 |
| Aug. 1, 1953..... | 41·0 | 136·0 | 55.76 | 41·4 | 147·1 | 60.90 | 40·6 | 123·4 | 50.10 |
| Sept. 1, 1953..... | 41·0 | 135·7 | 55.64 | 41·3 | 147·3 | 60.83 | 40·8 | 123·0 | 50.18 |
| Oct. 1, 1953..... | 41·5 | 136·6 | 56.69 | 41·9 | 148·5 | 62.22 | 41·1 | 123·7 | 50.84 |
| Nov. 1, 1953..... | 41·4 | 137·4 | 56.88 | 41·7 | 148·8 | 62.05 | 41·0 | 124·8 | 51.17 |
| Dec. 1, 1953..... | 41·2 | 138·4 | 57.02 | 41·7 | 149·5 | 62.34 | 40·7 | 126·1 | 51.32 |
| *Jan. 1, 1954..... | 38·5 | 140·4 | 54.05 | 39·1 | 150·1 | 58.69 | 37·8 | 129·1 | 48.80 |
| Feb. 1, 1954..... | 40·7 | 140·4 | 57.14 | 40·8 | 151·4 | 61.77 | 40·6 | 127·9 | 51.93 |
| Mar. 1, 1954..... | 41·0 | 140·7 | 57.69 | 41·3 | 151·7 | 62.65 | 40·7 | 128·2 | 52.18 |
| Apr. 1, 1954..... | 40·9 | 141·1 | 57.71 | 41·0 | 151·7 | 62.20 | 40·7 | 129·1 | 52.54 |

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1.

## TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

| Date | Average Hours Worked Per Week | Average Hourly Earnings | Average Weekly Earnings | Index Numbers (Av. 1949 = 100) | | |
|---|---|---|---|---|---|---|
| | | | | Average Weekly Earnings | Consumer Price Index | Average RealWeekly Earnings |
| | | cts. | $ | | | |
| Monthly Average 1945 | 44·3 | 69·4 | 30.74 | 73·7 | 75·0 | 98·3 |
| Monthly Average 1946 | 42·7 | 70·0 | 29.87 | 71·6 | 77·5 | 92·4 |
| Monthly Average 1947 | 42·5 | 80·3 | 34.13 | 81·8 | 84·8 | 96·5 |
| Monthly Average 1948 | 42·2 | 91·3 | 38.53 | 92·4 | 97·0 | 95·3 |
| Monthly Average 1949 | 42·3 | 98·6 | 41.71 | 100·0 | 100·0 | 100·0 |
| Monthly Average 1950 | 42·3 | 103·6 | 43.82 | 105·1 | 102·9 | 102·1 |
| Monthly Average 1951 | 41·8 | 116·8 | 48.82 | 117·0 | 113·7 | 102·9 |
| Monthly Average 1952 | 41·5 | 129·2 | 53.62 | 128·6 | 116·5 | 110·4 |
| Monthly Average 1953 | 41·3 | 135·8 | 56.09 | 134·5 | 115·5 | 116·5 |
| Week Preceding: | | | | | | |
| April 1, 1953 | 42·1 | 134·9 | 56.79 | 136·2 | 114·6 | 118·8 |
| May 1, 1953 | 41·8 | 135·5 | 56.64 | 135·8 | 114·4 | 118·7 |
| June 1, 1953 | 41·7 | 135·9 | 56.67 | 135·9 | 114·9 | 118·3 |
| July 1, 1953 | 41·3 | 136·2 | 56.25 | 134·9 | 115·4 | 116·9 |
| August 1, 1953 | 41·0 | 136·0 | 55.76 | 133·7 | 115·7 | 115·6 |
| September 1, 1953 | 41·0 | 135·7 | 55.64 | 133·4 | 116·2 | 114·8 |
| October 1, 1953 | 41·5 | 136·6 | 56.69 | 135·9 | 116·7 | 116·5 |
| November 1, 1953 | 41·4 | 137·4 | 56.88 | 136·4 | 116·2 | 117·4 |
| December 1, 1953 | 41·2 | 138·4 | 57.02 | 136·7 | 115·8 | 118·0 |
| January 1, 1954 | 41·0* | 140·4 | 57.56 | 138·0 | 115·7 | 119·3 |
| February 1, 1954 | 40·7 | 140·4 | 57.14 | 137·0 | 115·7 | 118·4 |
| March 1, 1954 | 41·1 | 140·6 | 57.79 | 138·6 | 115·5 | 120·0 |
| April 1, 1954 (1) | 40·9 | 141·1 | 57.71 | 138·4 | 115·6 | 119·7 |

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures are: January 1, 1954, 38·5 hours $54.05.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

*Form UIC 751:* This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

*Form UIC 757:* This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

### TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

| Month | Unfilled Vacancies* | | | Live Applications for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| Date Nearest: | | | | | | |
| June 1, 1948 | 40,618 | 24,226 | 64,844 | 88,074 | 37,132 | 125,206 |
| June 1, 1949 | 23,539 | 24,035 | 47,574 | 113,489 | 41,359 | 154,848 |
| June 1, 1950 | 25,038 | 16,375 | 41,413 | 184,335 | 70,062 | 254,397 |
| June 1, 1951 | 48,353 | 17,701 | 66,054 | 101,384 | 49,677 | 151,061 |
| June 1, 1952 | 26,915 | 18,253 | 45,168 | 163,530 | 61,295 | 224,825 |
| June 1, 1953 | 24,564 | 21,143 | 45,707 | 152,488 | 49,614 | 202,102 |
| July 1, 1953 | 21,229 | 20,088 | 41,317 | 124,396 | 55,918 | 180,314 |
| August 1, 1953 | 19,382 | 17,772 | 37,154 | 111,524 | 52,357 | 163,881 |
| September 1, 1953 | 24,203 | 20,321 | 44,524 | 113,191 | 48,634 | 161,825 |
| October 1, 1953 | 24,025 | 17,806 | 41,831 | 117,827 | 53,453 | 171,280 |
| November 1, 1953 | 15,282 | 13,058 | 28,340 | 144,520 | 60,997 | 205,517 |
| December 1, 1953 | 15,446 | 11,868 | 27,314 | 241,094 | 74,513 | 315,607 |
| January 1, 1954 | 8,298 | 9,121 | 17,419 | 354,965 | 84,306 | 439,271 |
| February 1, 1954 | 8,406 | 9,575 | 17,981 | 439,633 | 103,112 | 542,745 |
| March 1, 1954 | 9,014 | 10,176 | 19,190 | 457,029 | 105,622 | 562,651 |
| April 1, 1954 | 11,434 | 12,293 | 23,727 | 466,120 | 101,933 | 568,053 |
| May 1, 1954 (1) | 14,942 | 15,335 | 30,277 | 378,873 | 86,818 | 465,691 |
| June 1, 1954 (1) | 14,284 | 15,790 | 30,074 | 237,848 | 76,782 | 314,630 |

*—Current vacancies only. Deferred vacancies are excluded
(1)—Latest figures subject to revision.

## TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 30, 1954

(SOURCE: Form U.I.C. 751)

| Industry | Male | Female | Total | Change from March 31, 1954 | Change from April 30, 1953 |
|---|---|---|---|---|---|
| **Agriculture, Fishing, Trapping** | **1,551** | **377** | **1,928** | **+ 501** | **− 299** |
| **Forestry** | **641** | **6** | **647** | **+ 313** | **− 1,623** |
| **Mining, Quarrying and Oil Wells** | **647** | **43** | **690** | **− 160** | **− 188** |
| Metal Mining | 251 | 10 | 261 | − 171 | − 320 |
| Fuels | 291 | 14 | 305 | + 5 | + 157 |
| Non-Metal Mining | 11 | 2 | 13 | + 2 | 46 |
| Quarrying, Clay and Sand Pits | 17 | ..... | 17 | + 4 | − 4 |
| Prospecting | 77 | 17 | 94 | 0 | + 25 |
| **Manufacturing** | **3,157** | **2,384** | **5,541** | **+ 511** | **− 4,305** |
| Foods and Beverages | 408 | 281 | 689 | + 276 | − 341 |
| Tobacco and Tobacco Products | 11 | 4 | 15 | + 2 | + 8 |
| Rubber Products | 36 | 13 | 49 | + 10 | − 36 |
| Leather Products | 59 | 120 | 179 | − 24 | − 180 |
| Textile Products (except clothing) | 78 | 134 | 212 | + 6 | − 180 |
| Clothing (textile and fur) | 142 | 1,031 | 1,173 | − 17 | − 939 |
| Wood Products | 377 | 67 | 444 | − 38 | − 225 |
| Paper Products | 153 | 39 | 192 | + 47 | − 104 |
| Printing, Publishing and Allied Industries | 170 | 111 | 281 | + 46 | − 176 |
| Iron and Steel Products | 437 | 116 | 553 | + 46 | − 425 |
| Transportation Equipment | 572 | 71 | 643 | + 70 | − 972 |
| Non-Ferrous Metal Products | 104 | 45 | 149 | + 16 | − 90 |
| Electrical Apparatus and Supplies | 188 | 112 | 300 | − 3 | − 185 |
| Non-Metallic Mineral Products | 81 | 26 | 107 | + 47 | − 50 |
| Products of Petroleum and Coal | 82 | 16 | 98 | + 31 | + 26 |
| Chemical Products | 165 | 118 | 283 | + 17 | − 235 |
| Miscellaneous Manufacturing Industries | 94 | 80 | 174 | − 21 | − 201 |
| **Construction** | **2,332** | **94** | **2,426** | **+ 1,315** | **− 1,726** |
| General Contractors | 1,923 | 56 | 1,979 | + 1,156 | − 1,334 |
| Special Trade Contractors | 409 | 38 | 447 | + 159 | − 392 |
| **Transportation, Storage and Communication** | **959** | **269** | **1,228** | **+ 36** | **− 893** |
| Transportation | 748 | 103 | 851 | + 31 | − 918 |
| Storage | 25 | 9 | 34 | + 2 | − 68 |
| Communication | 186 | 157 | 343 | + 3 | + 93 |
| **Public Utility Operation** | **68** | **34** | **102** | **+ 3** | **− 202** |
| **Trade** | **2,136** | **2,562** | **4,698** | **+ 771** | **− 2,212** |
| Wholesale | 688 | 535 | 1,223 | + 116 | − 562 |
| Retail | 1,448 | 2,027 | 3,475 | + 655 | − 1,650 |
| **Finance, Insurance and Real Estate** | **778** | **841** | **1,619** | **− 13** | **− 611** |
| **Service** | **3,033** | **8,458** | **11,491** | **+ 2,645** | **1,943** |
| Community or Public Service | 317 | 1,096 | 1,413 | + 338 | − 226 |
| Government Service | 1,423 | 594 | 2,017 | + 103 | + 114 |
| Recreation Service | 134 | 131 | 265 | + 63 | − 136 |
| Business Service | 369 | 439 | 808 | + 78 | 161 |
| Personal Service | 790 | 6,198 | 6,988 | + 2,063 | − 1,534 |
| **GRAND TOTAL** | **15,302** | **15,068** | **30,370** | **+ 5,922** | **− 14,002** |

Current vacancies only. Deferred vacancies are excluded.

## TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT APRIL 29, 1954 [1]

(Source: Form U.I.C. 757)

| Occupational Group | Unfilled Vacancies | | | Live Applications for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| Professional and managerial workers | 2,051 | 699 | 2,750 | 5,844 | 1,148 | 6,992 |
| Clerical workers | 1,251 | 3,619 | 4,870 | 12,501 | 18,855 | 31,365 |
| Sales workers | 1,572 | 1,534 | 3,106 | 5,305 | 10,188 | 15,493 |
| Personal and domestic service workers | 1,179 | 7,363 | 8,542 | 30,411 | 15,439 | 45,850 |
| Seamen | 5 | ..... | 5 | 2,412 | 8 | 2,420 |
| Agriculture and fishing | 1,628 | 34 | 1,662 | 2,798 | 464 | 3,262 |
| Skilled and semiskilled workers | 5,009 | 1,697 | 6,706 | 189,581 | 22,541 | 212,122 |
| Food and kindred products (inc. tobacco) | 51 | 22 | 73 | 1,818 | 742 | 2,560 |
| Textiles, clothing, etc. | 106 | 1,316 | 1,422 | 5,306 | 14,391 | 19,697 |
| Lumber and wood products | 845 | ..... | 845 | 36,291 | 189 | 36,480 |
| Pulp, paper (inc. printing) | 76 | 12 | 88 | 1,090 | 404 | 1,494 |
| Leather and leather products | 41 | 59 | 100 | 1,518 | 1,160 | 2,678 |
| Stone, clay and glass products | 15 | ..... | 15 | 434 | 66 | 500 |
| Metalworking | 493 | 11 | 504 | 16,821 | 1,256 | 18,077 |
| Electrical | 170 | 5 | 175 | 2,647 | 1,309 | 3,956 |
| Transportation equipment | 74 | ..... | 74 | 610 | 78 | 688 |
| Mining | 151 | ..... | 151 | 2,904 | ..... | 2,904 |
| Construction | 773 | ..... | 773 | 50,633 | 3 | 50,636 |
| Transportation (except seamen) | 572 | 25 | 597 | 33,585 | 96 | 33,681 |
| Communications and public utility | 97 | ..... | 97 | 1,173 | 6 | 1,179 |
| Trade and service | 241 | 189 | 430 | 3,173 | 1,496 | 4,669 |
| Other skilled and semiskilled | 1,180 | 52 | 1,232 | 21,938 | 979 | 22,917 |
| Foremen | 70 | 6 | 76 | 4,437 | 355 | 4,792 |
| Apprentices | 54 | ..... | 54 | 5,203 | 11 | 5,214 |
| Unskilled workers | 2,247 | 389 | 2,636 | 130,021 | 18,175 | 148,196 |
| Food and tobacco | 145 | 128 | 273 | 4,937 | 4,767 | 9,704 |
| Lumber and lumber products | 246 | 5 | 251 | 21,015 | 315 | 21,330 |
| Metalworking | 89 | 13 | 102 | 9,629 | 655 | 10,284 |
| Construction | 1,007 | ..... | 1,007 | 60,686 | ..... | 60,686 |
| Other unskilled workers | 760 | 243 | 1,003 | 33,754 | 12,438 | 46,192 |
| **GRAND TOTAL** | **14,942** | **15,335** | **30,277** | **378,873** | **86,818** | **465,691** |

[1] Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES APRIL 1954; LIVE APPLICATIONS AT JUNE 3, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C. 757 [2]Live Applications at June 3, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled beginning period | Reported during period | Unfilled end of period | Filled by transfers in | Unplaced beginning period | Registered during period | Referred to vacancies | Regular | Casual | Transfers out | Unplaced end of period | |
| **Newfoundland** | **152** | **349** | **216** | **37** | **21,137** | **2,895** | **207** | **131** | **10** | **2** | **19,639** | **9,224** |
| Corner Brook | 10 | 36 | 6 | 1 | 4,411 | 995 | 26 | 21 | 1 | ..... | 4,192 | 2,728 |
| Grand Falls | 21 | 2 | 1 | ..... | 1,742 | 321 | 2 | ..... | ..... | ..... | 1,640 | 805 |
| St. John's | 121 | 311 | 209 | 36 | 14,984 | 1,579 | 179 | 110 | 9 | 2 | 13,807 | 5,691 |
| **Prince Edward Island** | **126** | **865** | **398** | ..... | **4,101** | **820** | **660** | **357** | **198** | **20** | **2,465** | **1,344** |
| Charlottetown | 99 | 460 | 199 | ..... | 2,617 | 531 | 397 | 188 | 145 | 16 | 1,318 | 836 |
| Summerside | 27 | 405 | 199 | ..... | 1,484 | 289 | 263 | 169 | 53 | 4 | 1,147 | 508 |
| **Nova Scotia** | **1,083** | **3,442** | **1,633** | **29** | **26,979** | **6,909** | **3,287** | **1,677** | **656** | **68** | **20,974** | **13,976** |
| Amherst | 3 | 104 | 11 | ..... | 1,079 | 229 | 146 | 88 | 6 | 24 | 800 | 391 |
| Bridgewater | 32 | 62 | 36 | 1 | 1,348 | 327 | 68 | 47 | 2 | 1 | 925 | 454 |
| Halifax | 848 | 1,986 | 1,315 | 18 | 5,191 | 2,924 | 1,704 | 707 | 397 | 14 | 5,109 | 3,836 |
| Inverness | ..... | 26 | 1 | ..... | 987 | 58 | 26 | 24 | ..... | ..... | 931 | 631 |
| Kentville | 64 | 93 | 70 | 1 | 3,084 | 337 | 99 | 62 | 1 | 4 | 1,775 | 1,179 |
| Liverpool | 6 | 49 | 10 | 1 | 637 | 99 | 45 | 37 | 1 | 1 | 519 | 277 |
| New Glasgow | 23 | 472 | 53 | 2 | 3,660 | 778 | 465 | 354 | 46 | 7 | 2,164 | 1,549 |
| Springhill | 19 | 50 | 11 | 6 | 817 | 199 | 52 | 48 | 1 | 8 | 725 | 337 |
| Sydney | 51 | 447 | 55 | ..... | 6,220 | 1,356 | 509 | 226 | 196 | 1 | 5,123 | 3,767 |
| Truro | 19 | 81 | 38 | ..... | 1,513 | 429 | 84 | 41 | 3 | 2 | 1,089 | 585 |
| Yarmouth—Shelburne | 18 | 72 | 33 | ..... | 2,443 | 173 | 89 | 43 | 3 | 6 | 1,814 | 970 |
| **New Brunswick** | **944** | **2,773** | **1,869** | **95** | **31,837** | **8,123** | **2,148** | **1,057** | **335** | **27** | **26,222** | **15,711** |
| Bathurst | 23 | 92 | 17 | 2 | 4,432 | 576 | 108 | 66 | 17 | 7 | 3,969 | 1,491 |
| Campbellton | 46 | 64 | 51 | ..... | 2,660 | 544 | 58 | 36 | 6 | 4 | 2,599 | 1,408 |
| Edmundston | 14 | 101 | 9 | ..... | 2,706 | 468 | 106 | 90 | 1 | 2 | 1,706 | 620 |
| Fredericton | 116 | 204 | 84 | ..... | 3,008 | 636 | 162 | 125 | 21 | ..... | 2,704 | 2,015 |
| Minto | 3 | 34 | 1 | ..... | 1,251 | 507 | 40 | 32 | 3 | 1 | 1,017 | 659 |
| Moncton | 467 | 1,713 | 1,379 | 93 | 7,070 | 1,908 | 995 | 365 | 198 | ..... | 3,783 | 2,711 |
| Newcastle | 7 | 16 | 4 | ..... | 2,659 | 517 | 40 | 13 | 3 | 8 | 2,124 | 1,221 |
| Saint John | 183 | 420 | 227 | ..... | 3,874 | 2,084 | 497 | 244 | 76 | 5 | 4,625 | 3,493 |
| St. Stephen | 67 | 62 | 78 | ..... | 1,985 | 326 | 86 | 47 | 1 | ..... | 1,723 | 1,283 |
| Sussex | 4 | 24 | 8 | ..... | 541 | 227 | 15 | 8 | 7 | ..... | 509 | 191 |
| Woodstock | 14 | 43 | 11 | ..... | 1,651 | 330 | 41 | 31 | 2 | ..... | 1,463 | 619 |
| **Quebec** | **7,138** | **22,743** | **8,427** | **250** | **204,923** | **54,653** | **23,379** | **12,723** | **3,346** | **287** | **165,829** | **100,307** |
| Asbestos | 72 | 142 | 37 | 13 | 775 | 246 | 139 | 94 | 14 | ..... | 654 | 368 |
| Beauharnois | 4 | 64 | 5 | 1 | 1,099 | 253 | 72 | 56 | 3 | ..... | 930 | 526 |
| Buckingham | 6 | 33 | 7 | ..... | 1,704 | 259 | 38 | 21 | 7 | 1 | 1,635 | 682 |
| Causapscal | 3 | 488 | 82 | 1 | 3,195 | 820 | 486 | 407 | ..... | ..... | 2,860 | 1,873 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Chandler | 1 | 15 | 14 | ..... | 2,229 | 99 | 17 | 1 | ..... | ..... | 1,175 | 505 |
| Chicoutimi | 72 | 327 | 117 | 56 | 2,500 | 820 | 406 | 149 | 23 | 11 | 2,182 | 1,087 |
| Dolbeau | 3 | 84 | 25 | 1 | 2,359 | 380 | 80 | 37 | 6 | 2 | 2,182 | 814 |
| Drummondville | 41 | 161 | 33 | ..... | 3,200 | 656 | 224 | 102 | 4 | 7 | 2,345 | 1,852 |
| Farnham | 35 | 78 | 47 | ..... | 1,090 | 124 | 80 | 47 | ..... | 6 | 985 | 844 |
| Forestville | 4 | 25 | 1 | 25 | 2,126 | 115 | ..... | ..... | ..... | ..... | 1,653 | 731 |
| Gaspe | 8 | 18 | 16 | ..... | 1,781 | 199 | 34 | 4 | ..... | ..... | 1,116 | 490 |
| Granby | 27 | 199 | 45 | ..... | 1,811 | 680 | 287 | 136 | 37 | 5 | 1,611 | 1,159 |
| Hull | 62 | 330 | 102 | 28 | 4,180 | 876 | 334 | 204 | 9 | 16 | 2,812 | 1,488 |
| Joliette | 40 | 158 | 68 | 8 | 3,830 | 659 | 186 | 81 | 8 | 1 | 2,849 | 1,444 |
| Jonquiere | 58 | 468 | 92 | 30 | 2,968 | 973 | 639 | 296 | 33 | 93 | 2,482 | 1,439 |
| Lachute | 15 | 49 | 3 | ..... | 918 | 219 | 50 | 45 | 3 | 1 | 616 | 451 |
| La Malbaie | 1 | 131 | 11 | ..... | 2,883 | 263 | 130 | 72 | 47 | ..... | 1,674 | 696 |
| La Tuque | 19 | 59 | 16 | ..... | 946 | 494 | 71 | 34 | ..... | ..... | 984 | 365 |
| Levis | 96 | 206 | 115 | 1 | 4,581 | 824 | 200 | 150 | 7 | 3 | 3,171 | 2,142 |
| Louiseville | 11 | 85 | 16 | ..... | 1,495 | 356 | 80 | 41 | 36 | ..... | 1,188 | 610 |
| Maniwaki | 5 | 129 | 4 | ..... | 1,679 | 447 | 181 | 130 | ..... | 29 | 1,464 | 366 |
| Matane | 6 | 59 | 6 | ..... | 3,956 | 517 | 79 | 13 | 31 | ..... | 2,854 | 1,147 |
| Megantic | 6 | 72 | 6 | ..... | 1,534 | 342 | 66 | 49 | 9 | 2 | 1,308 | 786 |
| Mont-Laurier | 9 | 7 | 7 | ..... | 1,821 | 58 | 7 | 3 | ..... | 1 | 1,569 | 624 |
| Montmagny | 18 | 75 | 31 | ..... | 2,313 | 575 | 67 | 40 | 1 | ..... | 1,987 | 1,212 |
| Montreal | 4,645 | 12,307 | 4,988 | 3 | 62,506 | 24,143 | 11,730 | 6,061 | 2,504 | 15 | 52,997 | 37,081 |
| New Richmond | 8 | 354 | 236 | ..... | 1,994 | 309 | 177 | 119 | 1 | 2 | 1,470 | 683 |
| Port Alfred | 13 | 136 | 17 | 2 | 1,655 | 277 | 139 | 116 | 8 | ..... | 1,435 | 571 |
| Quebec | 595 | 1,511 | 681 | 1 | 15,626 | 4,296 | 2,210 | 926 | 184 | 7 | 11,201 | 7,481 |
| Rimouski | 33 | 318 | 116 | 2 | 5,229 | 678 | 266 | 211 | 2 | 24 | 4,783 | 1,860 |
| Riviere du Loup | 190 | 148 | 52 | ..... | 6,197 | 704 | 145 | 140 | 1 | 2 | 4,972 | 2,246 |
| Roberval | 7 | 35 | 14 | 1 | 1,553 | 370 | 28 | 13 | 6 | ..... | 1,669 | 844 |
| Rouyn | 136 | 178 | 78 | 9 | 3,721 | 1,178 | 204 | 113 | 5 | ..... | 4,307 | 2,967 |
| Ste. Agathe | 2 | 88 | 27 | 9 | 1,614 | 278 | 60 | 35 | 8 | ..... | 1,065 | 469 |
| Ste. Anne de Bellevue | 18 | 90 | 20 | ..... | 1,147 | 240 | 79 | 70 | 2 | ..... | 630 | 450 |
| Ste. Therese | 45 | 223 | 85 | 6 | 1,811 | 555 | 257 | 150 | 7 | 2 | 1,484 | 1,013 |
| St. Georges Est | 55 | 606 | 277 | 1 | 3,575 | 905 | 403 | 358 | 4 | 1 | 3,177 | 1,277 |
| St. Hyacinthe | 137 | 128 | 111 | 1 | 2,591 | 554 | 182 | 100 | 25 | 1 | 1,873 | 1,378 |
| St. Jean | 113 | 221 | 154 | 5 | 2,053 | 545 | 217 | 114 | 4 | ..... | 1,898 | 1,311 |
| St. Jerome | 14 | 168 | 19 | 2 | 2,008 | 629 | 187 | 109 | 35 | 5 | 1,453 | 939 |
| St. Joseph d'Alma | 16 | 135 | 31 | 2 | 3,069 | 456 | 128 | 86 | 20 | 1 | 2,682 | 1,060 |
| Sept Iles | 28 | 343 | 7 | 32 | 1,568 | 285 | 330 | 310 | 7 | ..... | 1,369 | 615 |
| Shawinigan Falls | 7 | 215 | 22 | ..... | 5,790 | 817 | 264 | 145 | 28 | 8 | 3,766 | 2,044 |
| Sherbrooke | 151 | 755 | 181 | 7 | 5,586 | 1,716 | 791 | 447 | 128 | 10 | 4,231 | 3,057 |
| Sorel | 26 | 96 | 30 | ..... | 2,247 | 510 | 107 | 59 | 2 | ..... | 1,999 | 1,261 |
| Thetford Mines | 36 | 194 | 49 | 1 | 1,818 | 488 | 206 | 145 | 14 | 4 | 1,614 | 903 |
| Three Rivers | 140 | 512 | 200 | ..... | 6,884 | 1,396 | 761 | 336 | 59 | 18 | 4,791 | 2,633 |
| Val d'Or | 21 | 71 | 31 | ..... | 2,669 | 847 | 77 | 43 | 1 | 4 | 2,675 | 1,530 |
| Valleyfield | 47 | 232 | 30 | 1 | 2,368 | 557 | 304 | 191 | 2 | 5 | 1,805 | 1,441 |
| Victoriaville | 33 | 210 | 65 | 1 | 2,671 | 666 | 174 | 114 | 11 | ..... | 2,197 | 1,492 |
| **Ontario** | **10,162** | **28,930** | **12,398** | **394** | **168,951** | **67,161** | **30,686** | **16,275** | **4,465** | **587** | **136,464** | **106,744** |
| Arnprior | 13 | 162 | 14 | ..... | 469 | 99 | 168 | 153 | 7 | ..... | 278 | 99 |
| Barrie | 133 | 386 | 201 | 6 | 1,539 | 602 | 464 | 222 | 28 | ..... | 1,084 | 842 |
| Belleville | 36 | 221 | 66 | 2 | 1,770 | 566 | 186 | 107 | 44 | 9 | 1,335 | 1,070 |
| Bracebridge | 205 | 403 | 398 | 8 | 1,434 | 232 | 275 | 178 | 1 | 3 | 1,182 | 478 |
| Brampton | 45 | 134 | 65 | 11 | 621 | 155 | 121 | 90 | 1 | ..... | 420 | 274 |
| Brantford | 91 | 417 | 104 | 3 | 2,794 | 1,167 | 501 | 308 | 39 | 29 | 2,336 | 1,827 |
| Brockville | 49 | 245 | 36 | 11 | 466 | 403 | 290 | 212 | 14 | 11 | 393 | 228 |
| Carleton Place | ..... | 67 | 3 | ..... | 789 | 62 | 83 | 64 | ..... | ..... | 414 | 247 |
| Chatham | 37 | 321 | 58 | 1 | 2,507 | 657 | 315 | 131 | 101 | ..... | 1,816 | 1,638 |
| Cobourg | 13 | 220 | 32 | 1 | 615 | 206 | 268 | 177 | 20 | ..... | 329 | 359 |

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES APRIL 1954; LIVE APPLICATIONS AT JUNE 3, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C. 757 [2]Live Applications at June 3, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled beginning period | Reported during period | Unfilled end of period | Filled by transfers in | Unplaced beginning period | Registered during period | Referred to vacancies | Regular | Casual | Transfers out | Unplaced end of period | |
| **Ontario**—Con. | | | | | | | | | | | | |
| Collingwood | 20 | 155 | 50 | 1 | 847 | 297 | 127 | 98 | 20 | ..... | 614 | 434 |
| Cornwall | 82 | 683 | 93 | ..... | 3,174 | 726 | 760 | 576 | 64 | 2 | 1,911 | 1,335 |
| Fort Erie | 11 | 57 | 35 | ..... | 662 | 104 | 55 | 24 | ..... | 2 | 398 | 255 |
| Fort Frances | 15 | 124 | 25 | 4 | 585 | 194 | 129 | 98 | 8 | 2 | 418 | 274 |
| Fort William | 93 | 256 | 93 | 13 | 3,639 | 944 | 267 | 145 | 35 | 12 | 3,274 | 1,937 |
| Galt | 61 | 205 | 70 | 6 | 1,480 | 518 | 187 | 115 | 28 | 1 | 1,075 | 966 |
| Gananoque | 8 | 65 | 20 | 1 | 320 | 131 | 63 | 34 | 16 | ..... | 232 | 113 |
| Goderich | 49 | 128 | 47 | 12 | 596 | 175 | 124 | 79 | 6 | ..... | 357 | 223 |
| Guelph | 102 | 263 | 113 | ..... | 1,703 | 556 | 322 | 156 | 52 | 3 | 1,495 | 1,425 |
| Hamilton | 425 | 1,318 | 470 | 9 | 12,775 | 5,148 | 1,747 | 686 | 376 | 4 | 11,752 | 9,415 |
| Hawkesbury | 34 | 26 | 26 | 1 | 954 | 142 | 23 | 13 | 3 | ..... | 748 | 261 |
| Ingersoll | 32 | 160 | 49 | ..... | 949 | 305 | 164 | 82 | 43 | ..... | 640 | 342 |
| Kapuskasing | 22 | 117 | 22 | ..... | 1,724 | 768 | 90 | 104 | ..... | ..... | 2,291 | 1,167 |
| Kenora | 14 | 86 | 19 | 3 | 740 | 158 | 81 | 72 | 1 | ..... | 497 | 310 |
| Kingston | 184 | 848 | 214 | 39 | 1,655 | 1,276 | 941 | 681 | 31 | 6 | 1,317 | 973 |
| Kirkland Lake | 14 | 104 | 30 | ..... | 1,461 | 391 | 125 | 47 | 28 | 11 | 1,436 | 797 |
| Kitchener—Waterloo | 159 | 396 | 144 | 1 | 2,608 | 1,723 | 485 | 235 | 96 | 1 | 2,029 | 2,135 |
| Leamington | 34 | 215 | 50 | 3 | 889 | 585 | 263 | 62 | 92 | 1 | 710 | 664 |
| Lindsay | 39 | 60 | 52 | ..... | 934 | 193 | 52 | 16 | 7 | ..... | 666 | 659 |
| Listowel | 26 | 77 | 48 | 3 | 499 | 105 | 70 | 43 | ..... | ..... | 303 | 195 |
| London | 483 | 1,412 | 586 | 5 | 4,433 | 3,187 | 1,501 | 667 | 240 | 3 | 4,198 | 2,974 |
| Midland | 16 | 122 | 14 | ..... | 1,277 | 279 | 126 | 108 | 13 | ..... | 833 | 607 |
| Napanee | 6 | 23 | 3 | ..... | 792 | 85 | 44 | 20 | ..... | 8 | 395 | 254 |
| New Toronto | 145 | 503 | 161 | 45 | 1,988 | 959 | 578 | 268 | 33 | 11 | 1,576 | 1,204 |
| Niagara Falls | 48 | 418 | 82 | 5 | 2,092 | 846 | 428 | 275 | 59 | ..... | 1,625 | 1,340 |
| North Bay | 50 | 408 | 86 | ..... | 2,394 | 728 | 424 | 116 | 204 | ..... | 1,834 | 1,252 |
| Oakville | 117 | 295 | 40 | 19 | 695 | 463 | 277 | 219 | 22 | 18 | 463 | 347 |
| Orillia | 26 | 338 | 30 | 7 | 1,052 | 472 | 428 | 249 | 65 | ..... | 703 | 443 |
| Oshawa | 126 | 485 | 125 | 14 | 3,656 | 1,564 | 506 | 311 | 77 | 2 | 2,656 | 3,860 |
| Ottawa | 1,034 | 1,949 | 1,345 | 6 | 5,513 | 2,506 | 1,759 | 869 | 285 | 19 | 3,818 | 2,614 |
| Owen Sound | 72 | 170 | 82 | 4 | 2,171 | 402 | 256 | 96 | 27 | 1 | 1,262 | 960 |
| Parry Sound | 1 | 103 | 22 | 1 | 633 | 99 | 81 | 76 | 1 | 1 | 376 | 178 |
| Pembroke | 78 | 488 | 154 | 3 | 2,064 | 941 | 546 | 201 | 159 | 3 | 1,770 | 1,044 |
| Perth | 26 | 71 | 35 | ..... | 653 | 113 | 77 | 40 | 14 | 1 | 533 | 209 |
| Peterborough | 74 | 320 | 173 | ..... | 2,856 | 807 | 351 | 183 | 3 | ..... | 2,197 | 1,706 |
| Picton | 5 | 77 | 17 | ..... | 561 | 104 | 104 | 61 | 4 | ..... | 362 | 175 |
| Port Arthur | 59 | 679 | 154 | 5 | 5,849 | 1,470 | 599 | 397 | 103 | 24 | 5,296 | 3,008 |
| Port Colborne | 15 | 53 | 33 | ..... | 871 | 207 | 44 | 21 | 3 | ..... | 758 | 588 |
| Prescott | 17 | 103 | 20 | ..... | 846 | 235 | 132 | 93 | 5 | 14 | 672 | 561 |
| Renfrew | 7 | 75 | 12 | 2 | 880 | 131 | 76 | 52 | 8 | ..... | 654 | 510 |
| St. Catharines | 157 | 444 | 179 | 1 | 3,824 | 1,440 | 485 | 247 | 45 | 12 | 3,013 | 3,039 |
| St. Thomas | 53 | 137 | 83 | ..... | 1,056 | 658 | 123 | 54 | 15 | ..... | 1,108 | 704 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Sarnia | 46 | 329 | 26 | 2 | 2,413 | 872 | 475 | 265 | 35 | ..... | 1,574 | 1,195 |
| Sault Ste. Marie | 84 | 343 | 170 | ..... | 4,087 | 1,056 | 377 | 157 | 49 | 44 | 4,125 | 2,479 |
| Simcoe | 55 | 264 | 91 | 21 | 1,505 | 455 | 310 | 172 | 11 | ..... | 1,091 | 430 |
| Sioux Lookout | 6 | 31 | 3 | ..... | 359 | 122 | 32 | 28 | 4 | ..... | 345 | 223 |
| Smiths Falls | 11 | 98 | 18 | 1 | 506 | 121 | 91 | 64 | 15 | ..... | 314 | 217 |
| Stratford | 60 | 172 | 63 | 3 | 1,116 | 484 | 247 | 84 | 45 | ..... | 837 | 731 |
| Sturgeon Falls | 4 | 182 | 4 | 5 | 1,648 | 366 | 199 | 60 | 102 | 1 | 1,444 | 634 |
| Sudbury | 54 | 547 | 182 | 4 | 5,540 | 1,499 | 645 | 300 | 78 | 3 | 4,166 | 2,348 |
| Timmins | 60 | 299 | 111 | 1 | 2,793 | 873 | 319 | 151 | 55 | ..... | 2,318 | 1,313 |
| Toronto | 4,785 | 7,602 | 5,140 | 27 | 36,646 | 19,206 | 7,518 | 3,680 | 1,237 | 283 | 29,812 | 27,108 |
| Trenton | 35 | 241 | 63 | ..... | 1,115 | 570 | 257 | 157 | 2 | 3 | 939 | 752 |
| Walkerton | 27 | 87 | 35 | ..... | 780 | 250 | 159 | 65 | ..... | ..... | 553 | 403 |
| Wallaceburg | 3 | 183 | 7 | ..... | 852 | 273 | 193 | 121 | 53 | ..... | 670 | 349 |
| Welland | 10 | 221 | 8 | 1 | 3,253 | 904 | 268 | 161 | 53 | 3 | 2,871 | 1,871 |
| Weston | 81 | 626 | 189 | 70 | 1,547 | 814 | 531 | 396 | 18 | 19 | 848 | 693 |
| Windsor | 145 | 969 | 150 | 3 | 6,553 | 2,812 | 1,238 | 703 | 134 | 13 | 5,821 | 7,032 |
| Woodstock | 35 | 144 | 55 | ..... | 884 | 200 | 136 | 80 | 28 | 4 | 784 | 447 |
| **Manitoba** | **2,252** | **6,775** | **2,819** | **32** | **26,794** | **13,002** | **6,807** | **2,782** | **2,227** | **82** | **21,187** | **13,674** |
| Brandon | 280 | 544 | 321 | 13 | 2,041 | 780 | 571 | 270 | 64 | ..... | 1,576 | 812 |
| Dauphin | 29 | 97 | 73 | ..... | 1,197 | 310 | 107 | 38 | 8 | ..... | 1,042 | 449 |
| Flin Flon | 29 | 83 | 37 | 2 | 253 | 213 | 73 | 44 | 12 | 1 | 259 | 164 |
| Portage la Prairie | 69 | 142 | 70 | 2 | 1,108 | 364 | 152 | 94 | 20 | ..... | 761 | 529 |
| The Pas | 14 | 26 | 16 | 5 | 124 | 73 | 12 | 6 | 4 | ..... | 113 | 95 |
| Winnipeg | 1,831 | 5,883 | 2,302 | 10 | 22,071 | 11,262 | 5,892 | 2,330 | 2,119 | 81 | 17,436 | 11,625 |
| **Saskatchewan** | **2,198** | **4,521** | **2,572** | **93** | **16,298** | **6,291** | **4,378** | **2,507** | **539** | **149** | **11,167** | **5,787** |
| Estevan | 41 | 167 | 45 | 2 | 373 | 182 | 191 | 138 | 8 | 10 | 234 | 137 |
| Moose Jaw | 219 | 434 | 188 | 26 | 1,600 | 674 | 463 | 296 | 56 | 7 | 962 | 598 |
| North Battleford | 71 | 189 | 106 | 7 | 1,322 | 258 | 172 | 103 | 11 | ..... | 897 | 440 |
| Prince Albert | 63 | 244 | 89 | 2 | 1,783 | 620 | 247 | 171 | 22 | ..... | 1,691 | 1,017 |
| Regina | 833 | 1,668 | 878 | 14 | 3,285 | 1,849 | 1,520 | 879 | 288 | 56 | 1,927 | 921 |
| Saskatoon | 618 | 1,315 | 934 | 7 | 4,574 | 1,837 | 1,373 | 611 | 119 | 74 | 3,337 | 1,495 |
| Swift Current | 130 | 169 | 131 | 9 | 959 | 201 | 144 | 107 | 14 | 1 | 421 | 236 |
| Weyburn | 90 | 155 | 86 | 24 | 401 | 182 | 119 | 90 | 6 | ..... | 270 | 109 |
| Yorkton | 133 | 180 | 115 | 2 | 2,001 | 488 | 149 | 112 | 15 | 1 | 1,428 | 834 |
| **Alberta** | **3,834** | **6,010** | **4,100** | **120** | **28,249** | **13,668** | **6,714** | **3,268** | **861** | **218** | **24,207** | **15,282** |
| Blairmore | 7 | 37 | 11 | ..... | 531 | 402 | 32 | 29 | ..... | ..... | 685 | 575 |
| Calgary | 1,137 | 2,085 | 1,325 | 48 | 8,071 | 4,372 | 2,360 | 946 | 377 | 63 | 6,805 | 4,177 |
| Drumheller | 12 | 148 | 14 | 26 | 668 | 251 | 116 | 112 | ..... | ..... | 575 | 422 |
| Edmonton | 2,070 | 2,356 | 2,110 | 12 | 13,297 | 5,806 | 3,120 | 1,340 | 409 | 147 | 11,331 | 7,183 |
| Edson | 79 | 56 | 78 | 4 | 378 | 514 | 31 | 23 | ..... | ..... | 616 | 473 |
| Lethbridge | 309 | 885 | 330 | 7 | 3,030 | 1,112 | 757 | 609 | 53 | 8 | 2,017 | 1,005 |
| Medicine Hat | 72 | 231 | 76 | 10 | 1,101 | 444 | 198 | 128 | 13 | ..... | 843 | 422 |
| Red Deer | 85 | 196 | 97 | 6 | 1,100 | 748 | 98 | 80 | 8 | ..... | 1,273 | 987 |
| Yellowknife | 63 | 16 | 59 | 7 | 73 | 19 | 2 | 1 | 1 | ..... | 62 | 38 |

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES APRIL 1954; LIVE APPLICATIONS AT JUNE 3, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C. 757 [2]Live Applications at June 3, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled beginning period | Reported during period | Unfilled end of period | Filled by transfers in | Unplaced beginning period | Registered during period | Referred to vacancies | Regular | Casual | Transfers out | Unplaced end of period | |
| **British Columbia** | **3,054** | **8,389** | **3,021** | **296** | **58,453** | **24,181** | **10,498** | **5,363** | **1,343** | **295** | **46,258** | **32,581** |
| Chilliwack | 103 | 333 | 125 | 1 | 1,777 | 452 | 407 | 263 | 19 | 12 | 962 | 560 |
| Courtenay | 41 | 145 | 18 | 17 | 1,388 | 406 | 144 | 118 | 17 | ..... | 763 | 546 |
| Cranbrook | 11 | 14 | 4 | ..... | 1,309 | 323 | 22 | 21 | ..... | ..... | 1,084 | 683 |
| Dawson Creek | 9 | 125 | 24 | 1 | 482 | 382 | 120 | 96 | 5 | ..... | 626 | 415 |
| Duncan | 40 | 268 | 43 | 14 | 591 | 372 | 245 | 171 | 34 | ..... | 347 | 248 |
| Kamloops | 52 | 213 | 80 | 9 | 984 | 484 | 237 | 143 | 16 | ..... | 1,117 | 694 |
| Kelowna | 15 | 77 | 17 | ..... | 1,356 | 257 | 86 | 40 | 19 | 1 | 676 | 512 |
| Mission City | 126 | 169 | 71 | ..... | 1,302 | 488 | 290 | 213 | 4 | 6 | 871 | 462 |
| Nanaimo | 44 | 230 | 37 | 7 | 1,609 | 295 | 260 | 147 | 51 | 40 | 1,095 | 803 |
| Nelson | 10 | 49 | 8 | ..... | 1,856 | 239 | 48 | 34 | 10 | 41 | 1,167 | 721 |
| New Westminster | 128 | 1,077 | 150 | 2 | 6,318 | 3,320 | 1,323 | 633 | 333 | 120 | 4,745 | 3,937 |
| Penticton | 9 | 221 | 14 | 2 | 1,405 | 344 | 234 | 158 | 50 | ..... | 679 | 471 |
| Port Alberni | 103 | 224 | 14 | 5 | 372 | 412 | 312 | 206 | 12 | ..... | 285 | 232 |
| Prince George | 40 | 186 | 50 | 1 | 1,867 | 1,621 | 245 | 160 | 3 | 6 | 2,314 | 2,182 |
| Prince Rupert | 31 | 168 | 46 | 3 | 1,196 | 466 | 135 | 105 | 4 | 1 | 955 | 557 |
| Princeton | 1 | 46 | 5 | ..... | 404 | 82 | 47 | 42 | ..... | ..... | 294 | 130 |
| Trail | 12 | 77 | 24 | ..... | 1,678 | 403 | 100 | 41 | 14 | ..... | 1,446 | 903 |
| Vancouver | 1,614 | 3,417 | 1,798 | ..... | 26,755 | 11,009 | 4,817 | 1,836 | 555 | 104 | 22,437 | 15,278 |
| Vernon | 26 | 253 | 28 | ..... | 1,870 | 576 | 281 | 238 | 6 | ..... | 1,061 | 593 |
| Victoria | 265 | 830 | 290 | 2 | 3,452 | 1,859 | 913 | 493 | 191 | 4 | 2,789 | 2,355 |
| Whitehorse | 374 | 267 | 175 | 232 | 482 | 391 | 232 | 205 | ..... | ..... | 545 | 299 |
| **Canada** | **30,943** | **84,797** | **37,453** | **1,346** | **587,722** | **197,703** | **88,764** | **46,140** | **13,980** | **1,735** | **474,412** | **314,630** |
| Males | 17,734 | 50,079 | 20,999 | 1,225 | 481,668 | 140,046 | 52,019 | 31,308 | 5,680 | 1,589 | 385,968 | 237,848 |
| Females | 13,209 | 34,718 | 16,454 | 121 | 106,054 | 57,657 | 36,745 | 14,832 | 8,300 | 146 | 88,444 | 76,782 |

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.

## TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1944—1954

| Year | Applications | | | Placements | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| 1944 | 1,583,010 | 902,273 | 2,485,283 | 1,101,854 | 638,063 | 1,739,917 |
| 1945 | 1,855,036 | 661,948 | 2,516,984 | 1,095,641 | 397,940 | 1,493,581 |
| 1946 | 1,464,533 | 494,164 | 1,958,697 | 624,052 | 235,360 | 859,412 |
| 1947 | 1,189,646 | 439,577 | 1,629,223 | 549,376 | 220,473 | 769,849 |
| 1948 | 1,197,295 | 459,332 | 1,656,627 | 497,916 | 214,424 | 712,340 |
| 1949 | 1,295,690 | 494,956 | 1,790,646 | 464,363 | 219,816 | 684,179 |
| 1950 | 1,500,763 | 575,813 | 2,076,576 | 559,882 | 230,920 | 790,802 |
| 1951 | 1,541,208 | 623,467 | 2,164,675 | 655,933 | 262,305 | 918,238 |
| 1952 | 1,781,689 | 664,485 | 2,446,174 | 677,777 | 302,730 | 980,507 |
| 1953 | 1,980,918 | 754,358 | 2,735,276 | 661,167 | 332,239 | 993,406 |
| 1954 (4 months) | 720,084 | 253,546 | 973,630 | 134,062 | 86,159 | 220,221 |

## TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Estimated Number Receiving Benefit in Last Week of the Month* | Month of April, 1954 | | | |
|---|---|---|---|---|---|
| | | Number Commencing Benefit | Days Benefit Paid (Disability Days in Brackets) | | Amount of Benefit Paid |
| | | | | | $ |
| Newfoundland | 9,352 | 2,104 | 257,344 | (692) | 898,464 |
| Prince Edward Island | 1,614 | 211 | 45,876 | (308) | 136,449 |
| Nova Scotia | 15,282 | 5,375 | 364,115 | (4,878) | 1,179,382 |
| New Brunswick | 18,076 | 4,379 | 378,997 | (2,299) | 1,228,532 |
| Quebec | 130,451 | 39,304 | 2,839,661 | (31,621) | 8,896,830 |
| Ontario | 123,400 | 34,284 | 2,465,078 | (25,144) | 7,760,240 |
| Manitoba | 17,446 | 4,157 | 356,844 | (5,465) | 1,098,490 |
| Saskatchewan | 9,727 | 1,885 | 194,068 | (1,972) | 614,305 |
| Alberta | 19,939 | 6,769 | 403,631 | (4,722) | 1,340,985 |
| British Columbia | 29,979 | 10,224 | 690,549 | (11,301) | 2,228,249 |
| Total, Canada, April, 1954 | 375,266 | 108,692 | 7,997,163 | (88,402) | 25,381,926 |
| Total, Canada, March, 1954 | 348,574 | 152,611 | 10,127,126 | (100,443) | 32,160,928 |
| Total, Canada, April, 1953 | 196,315 | 83,659 | 5,225,796 | (—) | 16,389,294 |

* Week containing last day of the month.

## TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT APRIL 30, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES INCLUDED* IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province and Sex | Days Continuously on the Register | | | | | | | April 30, 1953 Total |
|---|---|---|---|---|---|---|---|---|
| | Total | | 6 and less | 7–12 | 13–24 | 25–48 | 49–72 | 73 and over | |
| Newfoundland | 13,064 | (50) | 1,155 | 707 | 953 | 2,259 | 2,572 | 5,418 | 8,777 |
| Male | 12,729 | (45) | 1,112 | 690 | 899 | 2,198 | 2,516 | 5,314 | 8,562 |
| Female | 335 | (5) | 43 | 17 | 54 | 61 | 56 | 104 | 215 |
| Prince Edward Island | 1,433 | (13) | 109 | 61 | 132 | 219 | 232 | 680 | 1,066 |
| Male | 1,205 | (8) | 76 | 49 | 105 | 183 | 208 | 584 | 885 |
| Female | 228 | (5) | 33 | 12 | 27 | 36 | 24 | 96 | 181 |
| Nova Scotia | 14,430 | (148) | 2,134 | 877 | 1,604 | 3,131 | 2,075 | 4,609 | 10,680 |
| Male | 12,913 | (119) | 1,925 | 789 | 1,445 | 2,861 | 1,791 | 4,102 | 9,428 |
| Female | 1,517 | (29) | 209 | 88 | 159 | 270 | 284 | 507 | 1,252 |
| New Brunswick | 18,651 | (114) | 2,818 | 1,818 | 2,203 | 3,812 | 2,701 | 5,299 | 13,789 |
| Male | 16,892 | (93) | 2,586 | 1,713 | 2,069 | 3,530 | 2,440 | 4,554 | 12,440 |
| Female | 1,759 | (21) | 232 | 105 | 134 | 282 | 261 | 745 | 1,349 |
| Quebec | 120,526 | (1,215) | 14,567 | 9,725 | 15,142 | 26,507 | 20,241 | 34,344 | 87,757 |
| Male | 100,937 | (769) | 11,564 | 8,211 | 12,684 | 23,597 | 17,693 | 27,188 | 75,107 |
| Female | 19,589 | (446) | 3,003 | 1,514 | 2,458 | 2,910 | 2,548 | 7,156 | 12,650 |
| Ontario† | 99,275 | (995) | 15,266 | 6,913 | 11,693 | 19,659 | 13,894 | 31,850 | 48,198 |
| Male | 77,840 | (786) | 11,731 | 5,372 | 9,027 | 15,649 | 10,863 | 25,198 | 36,824 |
| Female | 21,435 | (209) | 3,535 | 1,541 | 2,666 | 4,010 | 3,031 | 6,652 | 11,374 |
| Manitoba† | 15,450 | (221) | 2,605 | 977 | 1,597 | 2,333 | 1,975 | 5,963 | 9,127 |
| Male | 11,648 | (158) | 1,723 | 734 | 1,217 | 1,774 | 1,483 | 4,717 | 6,342 |
| Female | 3,802 | (63) | 882 | 243 | 380 | 559 | 492 | 1,246 | 2,785 |
| Saskatchewan† | 7,173 | (60) | 766 | 486 | 678 | 1,156 | 1,091 | 2,996 | 3,487 |
| Male | 5,974 | (50) | 599 | 409 | 533 | 984 | 910 | 2,539 | 2,790 |
| Female | 1,199 | (10) | 167 | 77 | 145 | 172 | 181 | 457 | 697 |
| Alberta† | 17,269 | (125) | 3,239 | 1,429 | 2,105 | 3,087 | 2,129 | 5,280 | 8,594 |
| Male | 15,037 | (102) | 2,847 | 1,261 | 1,854 | 2,734 | 1,758 | 4,583 | 7,353 |
| Female | 2,232 | (23) | 392 | 168 | 251 | 353 | 371 | 697 | 1,241 |
| British Columbia† | 31,103 | (320) | 5,312 | 2,347 | 3,863 | 4,731 | 3,909 | 10,941 | 23,767 |
| Male | 25,220 | (257) | 4,491 | 2,008 | 3,158 | 3,823 | 3,009 | 8,731 | 19,293 |
| Female | 5,883 | (63) | 821 | 339 | 705 | 908 | 900 | 2,210 | 4,474 |
| CANADA† | 338,374 | (3,261) | 47,971 | 25,340 | 39,970 | 66,894 | 50,819 | 107,380 | 215,242 |
| MALE | 280,395 | (2,387) | 38,654 | 21,236 | 32,991 | 57,333 | 42,671 | 87,510 | 179,024 |
| FEMALE | 57,979 | (874) | 9,317 | 4,104 | 6,979 | 9,561 | 8,148 | 19,870 | 36,218 |

* These data are shown in brackets and include short-time and temporary lay-off claimants.
† Includes a residual of 1,691 supplementary benefit claims pending adjudication for provinces marked†.

## TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, APRIL, 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Claims filed at Local Offices | | | Disposal of Claims (including claims pending from previous months) | | | |
|---|---|---|---|---|---|---|---|
| | Total | Initial | Renewal | Total Disposed of | Entitled to Benefit | Not Entitled to Benefit | Pending |
| Newfoundland | 5,719 | 4,958 | 761 | 6,204 | 2,522 | 3,682 | 2,565 |
| Prince Edward Island | 529 | 441 | 88 | 647 | 270 | 377 | 86 |
| Nova Scotia | 6,819 | 4,574 | 2,245 | 7,803 | 5,173 | 2,630 | 1,368 |
| New Brunswick | 8,630 | 6,251 | 2,379 | 9,456 | 5,858 | 3,598 | 1,948 |
| Quebec | 54,266 | 38,830 | 15,436 | 62,665 | 40,653 | 22,012 | 15,337 |
| Ontario | 50,080 | 32,042 | 18,038 | 55,360 | 41,463 | 13,897 | 12,711 |
| Manitoba | 5,941 | 4,160 | 1,781 | 6,590 | 4,257 | 2,333 | 1,078 |
| Saskatchewan | 2,909 | 2,259 | 650 | 3,303 | 1,722 | 1,581 | 689 |
| Alberta | 8,779 | 6,291 | 2,488 | 10,011 | 6,904 | 3,107 | 2,674 |
| British Columbia | 14,739 | 9,088 | 5,651 | 15,549 | 10,811 | 4,738 | 3,467 |
| Total Canada, April, 1954 | 158,411* | 108,894 | 49,517 | 177,588† | 119,633 | 57,955 | 41,923 |
| Total Canada, March, 1954 | 248,421 | 181,147 | 67,274 | 250,206 | 162,242 | 87,964 | 61,108 |
| Total Canada, April, 1953 | 117,171 | 81,933 | 35,238 | 138,879 | 90,427 | 48,452 | 27,690 |

* In addition, revised claims received numbered 22,044.
† In addition, 22,478 revised claims were disposed of. Of these, 1,840 were special requests not granted, and 1,006 were appeals by claimants There were 3,077 revised claims pending at the end of the month.

## TABLE E-4.—CLAIMANTS NOT ENTITLED TO REGULAR OR SUPPLEMENTARY* BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Chief Reasons for Non-Entitlement | Month of April, 1954 | Month of March, 1954 | Month of April, 1953 |
|---|---|---|---|
| Benefit year not established | | | |
| Regular | 48,422 | 75,706 | 36,305 |
| Supplementary Benefit | 6,726 | 13,535 | 5,550 |
| Claimants Disqualified† | | | |
| Not unemployed | 3,216 | 3,872 | 5,670 |
| Not capable of and not available for work | 2,239 | 2,870 | 1,833 |
| Loss of work due to a labour dispute | 175 | 408 | 47 |
| Refused offer of work and neglected opportunity to work | 869 | 1,051 | 1,252 |
| Discharged for misconduct | 791 | 1,031 | 785 |
| Voluntarily left employment without just cause | 4,945 | 6,501 | 5,673 |
| Failure to fulfill additional conditions imposed upon certain married women | 945 | 1,359 | 712 |
| Other reasons‡ | 3,937 | 4,730 | 3,466 |
| Total | 72,265 | 111,063 | 61,293 |

* Data apply to period ending April 15.
† Data for April 1954 include 5,831 on revised claims and 1,753 on supplementary benefit claims.
‡ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

## TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| At Beginning of Month: | Total | Employed | Claimants* |
|---|---|---|---|
| 1954—March | 3,342,000 | 2,829,400 | 512,600† |
| February | 3,339,000 | 2,844,200 | 494,800† |
| January | 3,328,000 | 2,937,000 | 391,000† |
| 1953—December | 3,276,000 | 3,037,500 | 238,500 |
| November | 3,230,000 | 3,076,400 | 153,600 |
| October | 3,220,000 | 3,100,600 | 119,400 |
| September | 3,197,000 | 3,085,700 | 111,300 |
| August | 3,171,000 | 3,060,100 | 110,900 |
| July | 3,161,000 | 3,041,200 | 119,800 |
| June | 3,116,000 | 2,972,900 | 143,100 |
| May | 3,119,000 | 2,903,800 | 215,200 |
| April | 3,150,680 | 2,888,100 | 262,580 |
| March | 3,164,000 | 2,800,800 | 363,200 |

* Ordinary claimants on the live unemployment register on last working day of preceding month.
† Includes supplementary benefit claimants.

## TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MAY 31, 1954

SOURCE: Unemployment Insurance Commission

| Fiscal Year Ended March 31 | Receipts | | | | | Disbursements | | | Balance in Fund |
|---|---|---|---|---|---|---|---|---|---|
| | Contributions (Gross less refunds) | | Fines | Interest on Investments and Profit on Sale of Securities | Total Revenue | Benefit Payments | | | |
| | Employer and Employee | Government | | | | Ordinary | Supplementary Classes 1 and 2 | Total | |
| | $ | $ | $ | $ | $ | $ | $ | $ | $ |
| TO 1950 | 644,786,331 88 | 128,886,931 60 | 41,539 99 | 61,989,796 65 | 835,704,600 12 | 252,319,395 71 | 738,233 89 | 253,057,627 60 | 582,646,972 52 |
| 1951 | 128,744,248 84 | 25,796,703 41 | 34,656 50 | 15,630,847 06 | 170,206,455 81 | 83,082,101 75 | 5,190,949 79 | 88,273,051 54 | 664,580,376 79 |
| 1952 | 153,887,858 49 | 30,805,704 77 | 33,344 00 | 19,046,503 98 | 203,773,411 24 | 85,559,677 68 | 4,594,758 92 | 90,154,436 60 | 778,199,351 43 |
| 1953 | 155,184,595 03 | 31,036,836 18 | 36,085 94 | 22,950,737 44 | 209,208,254 59 | 128,814,174 79 | 7,008,266 57 | 135,822,441 36 | 851,585,164 66 |
| 1954 | 158,673,276 19 | 31,735,867 91 | 36,833 77 | 26,094,504 24 | 216,540,482 11 | 174,619,903 03 | 12,231,610 40 | 186,851,513 43 | 881,274,133 34 |
| TO 1954 | 1,241,276,310 43 | 248,262,043 87 | 182,460 20 | 145,712,389 37 | 1,635,433,203 87 | 724,395,250 96 | 29,763,819 57 | 754,159,070 53 | 881,274,133 34 |
| April | 13,983,783 36 | 2,791,191 90 | 2,925 75 | 2,203,262 63 | 18,981,163 64 | 25,364,305 58 | 4,456,593 48 | 29,820,898 86 | 870,434,398 12 |
| May | *13,115,221 43 | 2,610,732 42 | 2,200 00 | 2,197,571 44 | 17,925,725 29 | 20,697,662 24 | 421,760 95 | 21,119,423 19 | 867,240,700 22 |
| Sub-Total | 27,099,004 79 | 5,401,924 32 | 5,125 75 | 4,400,834 07 | 36,906,888 93 | 46,061 967 62 | 4,878,354 43 | 50,940,322 05 | 867,240,700 22 |
| Total | 1,268,375,315 22 | 253,663,968 19 | 187,585 95 | 150,113,223 44 | 1,672,340,092 80 | 770,457,218 58 | 34,642,174 00 | 805,099,392 58 | 867,240,700 22 |

* Stamps $6,386,033.17 Meter $1,545,400.92 Bulk $5,183,787.34 D.V.A. Total $13,115,221.43

## TABLE E-7.—CLAIMS FOR SUPPLEMENTARY BENEFIT, APRIL, 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Initial Claims Only | | | Persons Commencing Benefit | Days Benefit Paid (Disability Days in Brackets) | | Amount of Benefit Paid |
|---|---|---|---|---|---|---|---|
| | Claims Considered | Entitled to Benefit | Not Entitled to Benefit | | | | |
| | | | | | | | $ |
| Newfoundland | 3,378 | 2,754 | 624 | 2,581 | 98,072 | (184) | 228,172 |
| Prince Edward Island | 319 | 288 | 31 | 455 | 23,076 | (75) | 47,593 |
| Nova Scotia | 1,882 | 1,631 | 251 | 2,198 | 118,121 | (595) | 258,862 |
| New Brunswick | 2,958 | 2,545 | 413 | 3,304 | 157,248 | (352) | 343,459 |
| Quebec | 16,740 | 13,514 | 3,226 | 15,382 | 732,637 | (4,195) | 1,593,306 |
| Ontario | 9,474 | 7,277 | 2,197 | 8,714 | 466,118 | (1,869) | 1,019,264 |
| Manitoba | 1,622 | 1,308 | 314 | 1,946 | 105,192 | (1,113) | 230,795 |
| Saskatchewan | 1,205 | 984 | 221 | 1,289 | 59,970 | (288) | 137,883 |
| Alberta | 2,126 | 1,641 | 485 | 1,870 | 83,543 | (717) | 192,102 |
| British Columbia | 2,873 | 2,234 | 639 | 2,921 | 178,192 | (1,483) | 403,615 |
| Total, April, 1954 | 42,577* | 34,176 | 8,401 | 40,660† | 2,022,169 | (10,871) | 4,455,051 |
| Total, April, 1953 | 30,818* | 23,817 | 7,001 | 29,621† | 1,314,079 | (——) | 2,801,555 |

* There were, in addition, 1,134 renewal claims in April, 1954, and 717 in April, 1953.
† Includes 1,959 renewal claims in April, 1954, and 1,317 in April, 1953.

## TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO MAY 1954

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

| — | Total | Food | Shelter | Clothing | Household Operation | Other Commodities and Services |
|---|---|---|---|---|---|---|
| 1949—January | 99·8 | 100·8 | 99·2 | 99·7 | 99·9 | 98·9 |
| February | 99·7 | 99·7 | 99·3 | 99·7 | 100·2 | 99·4 |
| March | 99·4 | 98·7 | 99·2 | 100·0 | 100·1 | 99·5 |
| April | 99·3 | 98·1 | 99·6 | 100·2 | 100·1 | 99·5 |
| May | 99·2 | 97·9 | 99·7 | 100·3 | 99·8 | 99·8 |
| June | 99·6 | 99·2 | 99·7 | 100·3 | 99·7 | 99·8 |
| July | 100·0 | 100·2 | 100·3 | 100·3 | 99·7 | 99·8 |
| August | 100·4 | 101·3 | 100·2 | 100·1 | 99·6 | 99·9 |
| September | 100·4 | 101·2 | 100·5 | 100·2 | 99·6 | 99·9 |
| October | 100·6 | 100·8 | 100·5 | 99·8 | 100·6 | 100·9 |
| November | 101·0 | 101·9 | 100·5 | 99·7 | 100·5 | 101·0 |
| December | 100·5 | 100·3 | 101·0 | 99·7 | 100·4 | 101·1 |
| Year | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 |
| 1950—January | 100·1 | 98·1 | 101·1 | 99·6 | 100·6 | 102·0 |
| February | 100·2 | 98·4 | 101·1 | 99·5 | 100·6 | 102·2 |
| March | 100·9 | 98·8 | 104·7 | 98·9 | 100·8 | 102·2 |
| April | 101·2 | 99·8 | 104·9 | 99·2 | 101·2 | 102·2 |
| May | 101·2 | 99·3 | 105·1 | 99·1 | 101·1 | 102·2 |
| June | 101·9 | 100·9 | 105·9 | 99·1 | 101·5 | 102·3 |
| July | 102·7 | 102·6 | 107·4 | 99·1 | 101·6 | 102·4 |
| August | 103·3 | 103·8 | 107·8 | 99·3 | 102·6 | 102·5 |
| September | 104·3 | 105·4 | 108·7 | 99·9 | 103·4 | 103·0 |
| October | 105·9 | 107·6 | 109·0 | 100·6 | 104·6 | 105·2 |
| November | 106·4 | 108·4 | 109·5 | 101·0 | 105·1 | 105·4 |
| December | 106·6 | 108·4 | 109·6 | 101·3 | 105·5 | 105·7 |
| Year | 102·9 | 102·6 | 106·2 | 99·7 | 102·4 | 103·1 |
| 1951—January | 107·7 | 109·9 | 110·0 | 102·6 | 107·1 | 107·4 |
| February | 109·1 | 111·0 | 110·4 | 105·1 | 108·6 | 108·0 |
| March | 110·8 | 114·1 | 111·5 | 106·7 | 110·5 | 108·3 |
| April | 111·7 | 115·5 | 111·8 | 108·5 | 111·4 | 108·6 |
| May | 112·2 | 114·3 | 112·4 | 109·0 | 112·7 | 110·4 |
| June | 113·7 | 115·8 | 115·2 | 109·5 | 113·8 | 111·8 |
| July | 114·6 | 117·9 | 115·5 | 109·7 | 114·3 | 112·2 |
| August | 115·5 | 119·0 | 114·8 | 110·7 | 115·1 | 113·4 |
| September | 116·5 | 120·5 | 117·2 | 111·9 | 115·5 | 113·6 |
| October | 117·1 | 121·3 | 117·2 | 114·1 | 115·8 | 114·1 |
| November | 117·9 | 122·5 | 118·2 | 114·5 | 115·9 | 114·8 |
| December | 118·1 | 122·5 | 118·2 | 115·2 | 116·4 | 115·9 |
| Year | 113·7 | 117·0 | 114·4 | 109·8 | 113·1 | 111·5 |
| 1952—January | 118·2 | 122·4 | 118·3 | 114·9 | 116·4 | 115·5 |
| February | 117·6 | 120·8 | 118·3 | 113·5 | 116·3 | 115·8 |
| March | 116·9 | 117·6 | 119·1 | 112·9 | 116·9 | 116·4 |
| April | 116·8 | 117·2 | 119·4 | 112·5 | 116·8 | 116·6 |
| May | 115·9 | 115·5 | 119·6 | 112·3 | 116·2 | 115·6 |
| June | 116·0 | 115·7 | 120·4 | 111·8 | 115·9 | 115·7 |
| July | 116·1 | 116·0 | 120·6 | 111·7 | 115·9 | 115·6 |
| August | 116·0 | 115·7 | 120·6 | 111·6 | 115·8 | 115·8 |
| September | 116·1 | 115·8 | 121·2 | 110·9 | 116·0 | 115·8 |
| October | 116·0 | 115·1 | 121·5 | 109·9 | 116·2 | 116·4 |
| November | 116·1 | 115·7 | 121·4 | 109·8 | 115·9 | 116·6 |
| December | 115·8 | 114·1 | 122·2 | 109·7 | 116·1 | 116·6 |
| 1953—January | 115·7 | 113·5 | 122·3 | 109·7 | 116·5 | 116·7 |
| February | 115·5 | 112·7 | 122·5 | 109·6 | 116·6 | 116·7 |
| March | 114·8 | 111·6 | 122·5 | 109·7 | 116·7 | 115·2 |
| April | 114·6 | 110·9 | 122·7 | 109·7 | 116·9 | 115·0 |
| May | 114·4 | 110·1 | 122·9 | 110·1 | 116·6 | 115·1 |
| June | 114·9 | 111·4 | 123·6 | 110·1 | 116·6 | 115·1 |
| July | 115·4 | 112·7 | 123·9 | 110·3 | 117·0 | 115·2 |
| August | 115·7 | 112·8 | 124·1 | 110·4 | 117·2 | 115·8 |
| September | 116·2 | 114·0 | 124·2 | 101·4 | 117·4 | 115·9 |
| October | 116·7 | 115·5 | 124·5 | 110·3 | 117·5 | 116·0 |
| November | 116·2 | 113·4 | 125·0 | 110·3 | 117·4 | 116·3 |
| December | 115·8 | 112·1 | 125·2 | 110·2 | 117·4 | 116·3 |
| 1954—January | 115·7 | 111·6 | 125·4 | 110·1 | 117·5 | 116·4 |
| February | 115·7 | 111·7 | 125·4 | 110·0 | 117·5 | 116·5 |
| March | 115·5 | 110·7 | 125·6 | 109·8 | 117·6 | 116·6 |
| April | 115·6 | 110·4 | 125·6 | 109·9 | 118·1 | 117·2 |
| May | 115·5 | 110·2 | 125·8 | 109·9 | 117·3 | 117·5 |
| June | 116·1 | 112·0 | 126·4 | 109·7 | 117·1 | 117·5 |

## TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY, 1954

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

| — | Total | | | Food | Shelter | Clothing | Household Operation | Other Commodities and Service |
|---|---|---|---|---|---|---|---|---|
| | May 1st, 1953 | April 1st, 1954 | May 1st, 1954 | | | | | |
| St. John's, Nfld. (1) | 101·1 | 102·0 | 102·2 | 99·3 | 107·3 | 102·1 | 104·0 | 102·6 |
| Halifax | 112·2 | 113·8 | 113·6 | 104·7 | 122·6 | 116·6 | 119·2 | 116·2 |
| Saint John | 114·4 | 115·9 | 115·8 | 108·4 | 118·2 | 118·6 | 116·8 | 123·0 |
| Montreal | 114·9 | 116·3 | 116·3 | 112·7 | 132·1 | 110·7 | 115·8 | 116·8 |
| Ottawa | 113·7 | 115·5 | 115·5 | 109·3 | 126·2 | 113·5 | 116·7 | 118·6 |
| Toronto | 115·7 | 117·7 | 117·7 | 109·1 | 139·8 | 111·9 | 116·9 | 118·6 |
| Winnipeg | 113·6 | 114·9 | 114·8 | 109·7 | 122·9 | 115·2 | 113·5 | 117·4 |
| Saskatoon—Regina | 112·1 | 113·6 | 113·5 | 108·0 | 113·7 | 117·0 | 118·8 | 113·0 |
| Edmonton—Calgary | 113·2 | 114·3 | 114·4 | 109·3 | 119·4 | 114·2 | 115·5 | 118·2 |
| Vancouver | 115·7 | 116·9 | 116·9 | 109·8 | 124·6 | 113·4 | 126·4 | 118·9 |

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

## TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

Base (1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

| *Commodities | Per | Dec 1941 | Dec 1945 | Year 1951 | May 1951 | Year 1952 | May 1952 | Year 1953 | May 1953 | April 1954 | May 1954 | Price May 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Beef, sirloin steak | lb. | 47·4 | 61·0 | 143·5 | 141·6 | 132·7 | 130·8 | 113·0 | 111·8 | 101·8 | 103·8 | 73·1 |
| Beef, round steak | lb. | 44·1 | 59·1 | 142·9 | 140·9 | 133·3 | 132·4 | 112·0 | 110·7 | 100·1 | 102·3 | 68·6 |
| Beef, blade | lb. | 43·7 | 52·7 | 151·3 | 150·0 | 133·5 | 132·5 | 106·2 | 106·9 | 96·8 | 96·1 | 46·5 |
| Beef, stewing boneless | lb. | 41·0 | 48·5 | 155·3 | 153·1 | 142·6 | 142·3 | 115·2 | 115·6 | 102·3 | 101·6 | 47·4 |
| Lamb, leg roast | lb. | 42·2 | 60·3 | 130·1 | 126·7 | 126·7 | 128·3 | 112·2 | 111·8 | 110·2 | 109·1 | 78·6 |
| Pork, fresh loin, centre-cut | lb. | 53·3 | 61·2 | 114·8 | 105·3 | 99·0 | 93·1 | 113·7 | 113·8 | 119·6 | 121·1 | 77·3 |
| Pork, fresh shoulder, hock-off | lb. | 50·2 | 54·2 | 117·9 | 114·5 | 101·7 | 98·2 | 104·8 | 99·0 | 114·1 | 115·7 | 56·1 |
| Bacon, side, fancy, sliced, rind off | ½lb. | 56·2 | 61·2 | 95·4 | 91·4 | 78·4 | 76·2 | 101·0 | 85·9 | 118·5 | 119·9 | 50·8 |
| Lard, pure, package | lb. | 66·7 | 73·6 | 121·1 | 128·3 | 72·5 | 64·3 | 88·4 | 77·1 | 117·2 | 117·6 | 27·6 |
| Shortening, package | lb. | 57·4 | 58·6 | 112·4 | 119·4 | 92·3 | 90·7 | 87·4 | 86·7 | 91·4 | 92·0 | 29·7 |
| Eggs, grade "A" large, carton | doz. | 77·3 | 91·1 | 116·5 | 110·1 | 96·0 | 79·5 | 109·9 | 105·7 | 84·4 | 83·7 | 51·5 |
| Milk | qt. | 67·3 | 57·8 | 110·0 | 108·9 | 118·4 | 118·5 | 118·5 | 118·5 | 118·5 | 118·5 | 21·1 |
| Butter, creamery, prints | lb. | 58·2 | 61·4 | 104·9 | 100·6 | 102·4 | 98·3 | 100·7 | 98·3 | 102·3 | 98·0 | 63·3 |
| Cheese, plain, processed, ½ lb | pkg. | 78·2 | 72·6 | 111·1 | 110·0 | 115·9 | 116·1 | 113·2 | 114·4 | 110·0 | 111·3 | 32·5 |
| Bread, plain, white, wrapped, sliced | lb. | 66·7 | 66·7 | 115·5 | 114·5 | 119·3 | 119·7 | 121·5 | 118·7 | 126·8 | 126·8 | 12·5 |
| Flour, all purpose | lb. | 58·4 | 56·8 | 106·9 | 106·2 | 105·9 | 106·2 | 108·9 | 106·2 | 110·5 | 110·5 | 7·7 |
| Corn Flakes, 8 oz. | pkg. | 61·6 | 60·9 | 113·8 | 113·4 | 122·4 | 122·4 | 123·2 | 123·2 | 123·2 | 123·2 | 17·4 |
| Tomatoes, canned 2½'s | tin | 64·3 | 67·2 | 115·0 | 108·6 | 143·6 | 148·6 | 121·8 | 124·1 | 103·2 | 102·2 | 20·5 |
| Peas, 20 oz. | tin | 77·9 | 82·4 | 107·2 | 105·0 | 116·9 | 115·5 | 120·0 | 120·6 | 118·9 | 118·9 | 20·9 |
| Corn, cream, choice, 20 oz. | tin | 68·5 | 70·7 | 95·9 | 95·5 | 103·2 | 104·1 | 96·3 | 96·8 | 92·6 | 92·6 | 17·7 |
| Onions, cooking | lb. | 68·9 | 83·8 | 99·4 | 87·3 | 158·6 | 204·5 | 119·8 | 134·5 | 89·6 | 104·6 | 7·7 |
| Potatoes, No. 1, table | 10 lbs. | 58·1 | 94·1 | 99·9 | 82·6 | 196·9 | 224·6 | 111·8 | 105·9 | 79·5 | 82·1 | 28·6 |
| Raisins, seedless, bulk or in bag | lb. | 80·0 | 84·6 | 127·5 | 123·0 | 138·9 | 141·2 | 135·2 | 135·5 | 133·2 | 133·2 | 23·5 |
| Oranges, California | doz. | 89·2 | 107·7 | 109·6 | 113·3 | 105·3 | 105·7 | 94·8 | 90·9 | 117·0 | 115·3 | 40·6 |
| Jam, Strawberry, 16 oz. | jar | 74·9 | 76·7 | 114·0 | 113·7 | 110·6 | 112·5 | 104·5 | 102·6 | 106·5 | 106·5 | 24·7 |
| Peaches, 15 oz. | tin | 69·9 | 73·5 | 105·5 | 105·5 | 104·4 | 106·0 | 97·7 | 97·7 | 97·2 | 97·7 | 20·2 |
| Sugar, granulated, bulk or in bag | lb. | 87·5 | 87·5 | 129·8 | 125·6 | 121·0 | 122·5 | 107·8 | 108·4 | 103·0 | 101·9 | 9·4 |
| Coffee, medium quality, in bag | lb. | 72·7 | 66·4 | 163·2 | 163·3 | 163·0 | 164·5 | 164·1 | 164·1 | 200·6 | 214·9 | 133·7 |
| Tea, black, ¼ lb | pkg. | 84·3 | 75·7 | 104·2 | 104·1 | 104·9 | 105·3 | 98·1 | 97·3 | 102·1 | 103·3 | 50·6 |

* Description and Units of Sale apply to May, 1954 Prices.

| Locality | Beef | | | | | Pork | | Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg. | Sausage, pure pork, per lb. |
|---|---|---|---|---|---|---|---|---|---|
| | Sirloin steak, per lb. | Round steak, per lb. | Blade roast, (blade removed) per lb. | Stewing, boneless, per lb. | Hamburger, per lb. | Fresh loin, centre cut, chops, per lb. | Fresh shoulder roast, hock-off, per lb. | | |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | |
| 1—St. John's | 99·4 | ..... | 66·3 | 46·6 | 63·7 | 81·0 | 77·7 | 48·6 | 59·5 |
| **P.E.I.—** | | | | | | | | | |
| 2—Charlottetown | 64·8 | 59·6 | 50·7 | 38·5 | 37·0 | 75·0 | 64·5 | 45·0 | 51·0 |
| **Nova Scotia—** | | | | | | | | | |
| 3—Halifax | 77·8 | 66·8 | [a] 44·2 | 44·9 | 42·6 | 75·3 | 56·1 | 56·1 | 58·0 |
| 4—Sydney | 70·6 | 62·8 | [a] 48·1 | 49·4 | 46·6 | 76·4 | 60·7 | 50·5 | 50·1 |
| **New Brunswick—** | | | | | | | | | |
| 5—Moncton | 68·9 | 63·9 | 47·3 | 42·2 | 38·7 | 77·5 | 55·7 | 51·7 | 53·0 |
| 6—Saint John | 75·8 | 68·0 | [a] 49·2 | 50·2 | 43·9 | 77·0 | 57·5 | 54·8 | 50·4 |
| **Quebec—** | | | | | | | | | |
| 7—Chicoutimi | 88·8 | 84·6 | 57·2 | 45·8 | 43·3 | 72·3 | 65·8 | 48·4 | 48·2 |
| 8—Hull | 68·1 | 69·6 | 46·4 | 45·0 | 38·4 | 73·5 | 55·1 | 47·5 | 56·1 |
| 9—Montreal | 86·2 | 81·6 | [a] 46·5 | 50·4 | 39·0 | 78·1 | 58·5 | 50·3 | 59·6 |
| 10—Quebec | 86·9 | 80·4 | [a] 45·4 | 42·4 | 44·9 | 66·6 | 54·1 | 45·3 | 54·3 |
| 11—Sherbrooke | 81·4 | 76·3 | 52·6 | 52·9 | 35·6 | 73·0 | 57·4 | 49·7 | 44·8 |
| 12—Sorel | 81·1 | 75·0 | [a] 54·7 | 43·7 | 42·3 | 68·6 | 54·0 | 49·3 | 57·5 |
| 13—Three Rivers | 91·8 | 77·5 | 42·1 | 42·3 | 38·8 | 69·4 | 56·9 | 50·3 | 59·0 |
| **Ontario—** | | | | | | | | | |
| 14—Brantford | 65·9 | 64·3 | 50·2 | 47·0 | 36·9 | 75·4 | 54·8 | 51·6 | 53·2 |
| 15—Cornwall | 64·3 | 64·8 | [a] 42·0 | 46·4 | 36·1 | 70·9 | 56·2 | 50·6 | 55·6 |
| 16—Fort William | 69·6 | 67·9 | [a] 47·5 | 50·7 | 42·4 | 75·3 | ..... | 48·8 | 59·7 |
| 17—Hamilton | 73·8 | 68·3 | 48·1 | 49·1 | 39·1 | 79·1 | 51·0 | 52·1 | 51·5 |
| 18—Kirkland Lake | 71·0 | 68·2 | 44·3 | 45·6 | 40·5 | 77·5 | [d] 61·0 | 54·8 | 59·3 |
| 19—London | 71·2 | 66·9 | 47·7 | 48·0 | 41·0 | 77·3 | 55·0 | 52·9 | 54·6 |
| 20—North Bay | 66·2 | 64·4 | 45·0 | 43·2 | 38·2 | 76·2 | 51·5 | 51·4 | 50·0 |
| 21—Oshawa | 66·7 | 65·5 | 42·4 | 45·3 | 35·4 | 77·6 | 48·5 | 50·9 | 48·4 |
| 22—Ottawa | 71·5 | 66·8 | 45·1 | 46·8 | 34·5 | 76·3 | 56·1 | 48·8 | 56·7 |
| 23—Sault Ste. Marie | 65·2 | 65·2 | [a] 45·2 | 51·0 | 46·2 | 75·3 | 59·6 | 51·5 | 56·0 |
| 24—Sudbury | 61·4 | 62·0 | [a] 48·0 | 48·6 | 39·0 | 70·7 | [d] 60·4 | 48·3 | 50·3 |
| 25—Toronto | 74·1 | 70·4 | [a] 51·1 | 47·6 | 38·6 | 77·2 | 49·8 | 51·5 | 48·3 |
| 26—Windsor | 68·2 | 64·2 | [a] 45·1 | 49·6 | 38·3 | 78·1 | [d] 53·9 | 52·1 | 56·4 |
| **Manitoba—** | | | | | | | | | |
| 27—Winnipeg | 74·1 | 67·3 | 50·7 | 48·1 | 43·0 | 76·1 | [d] 58·0 | 49·3 | 51·6 |
| **Saskatchewan—** | | | | | | | | | |
| 28—Regina | 70·7 | 65·9 | [a] 49·0 | 50·1 | 40·8 | 72·2 | [d] 56·4 | 52·3 | 53·5 |
| 29—Saskatoon | 62·1 | 59·9 | [a] 45·1 | 52·7 | 44·1 | 70·4 | [d] 57·2 | 50·2 | 51·4 |
| **Alberta—** | | | | | | | | | |
| 30—Calgary | 68·8 | 63·5 | 54·2 | 52·1 | 39·2 | 72·3 | [d] 60·8 | 49·6 | 52·8 |
| 31—Edmonton | 67·6 | 63·8 | [a] 42·2 | 48·5 | 37·8 | 68·8 | 52·4 | 50·5 | 45·0 |
| **British Columbia—** | | | | | | | | | |
| 32—Prince Rupert | 82·0 | 72·5 | [a] 50·8 | 48·8 | 42·7 | 78·8 | 65·8 | 52·5 | 62·2 |
| 33—Trail | 77·0 | 69·0 | 55·0 | 56·0 | ..... | 76·0 | 64·0 | 49·8 | 63·0 |
| 34—Vancouver | 83·7 | 74·1 | 55·8 | 53·9 | 43·8 | 84·7 | [d] 66·9 | 53·1 | 56·8 |
| 35—Victoria | 87·1 | 78·1 | 57·6 | 57·3 | 51·2 | 82·3 | 60·7 | 51·1 | 53·7 |

| Locality | Lamb, leg roast, per lb. | Flour, white, all-purpose, per lb. | Bread, plain white, wrapped, sliced, per lb. | Corn flakes, per 8 oz. pkg. | Sugar, granulated, per lb. | Jam, strawberry, with pectin, per 32 oz. jar | Eggs, fresh, Grade "A" large, carton, per doz. | Milk, fresh, per quart | Butter, creamery, first grade, per 1 lb. print. |
|---|---|---|---|---|---|---|---|---|---|
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | |
| 1—St. John's | ..... | 8·5 | 12·7 | 20·4 | 10·8 | 58·0 | [f] 73·9 | [h] 32·0 | 77·3 |
| **P.E.I.—** | | | | | | | | | |
| 2—Charlottetown | ..... | 8·9 | 14·4 | 19·5 | 10·1 | 52·0 | [g] 50·4 | 17·0 | 67·8 |
| **Nova Scotia—** | | | | | | | | | |
| 3—Halifax | 69·2 | 8·7 | 12·8 | 18·5 | 9·1 | 49·5 | [g] 53·8 | 20·5 | 67·8 |
| 4—Sydney | 69·6 | 9·0 | 14·0 | 19·4 | 10·1 | 50·8 | [g] 57·8 | 22·0 | 70·1 |
| **New Brunswick—** | | | | | | | | | |
| 5—Moncton | 75·0 | 8·8 | 15·6 | 18·4 | 9·4 | 51·0 | [g] 52·0 | 20·0 | 67·5 |
| 6—Saint John | 68·6 | 8·6 | 13·3 | 18·9 | 9·3 | 49·0 | [g] 57·3 | 21·0 | 68·3 |
| **Quebec—** | | | | | | | | | |
| 7—Chicoutimi | ..... | 8·5 | 16·0 | 19·3 | 9·6 | 55·0 | 62·2 | 20·0 | 61·4 |
| 8—Hull | 79·0 | 7·8 | 12·7 | 17·5 | 9·6 | 46·2 | [g] 53·0 | 22·0 | 62·1 |
| 9—Montreal | 81·3 | 8·0 | 12·7 | 17·4 | 8·8 | 50·0 | 54·5 | 20·0 | 61·3 |
| 10—Quebec | 82·2 | 7·8 | 12·5 | 17·9 | 9·1 | 52·1 | 56·3 | 20·0 | 63·7 |
| 11—Sherbrooke | 79·2 | 7·8 | 13·1 | 17·9 | 8·8 | 49·7 | [g] 55·9 | 20·0 | 61·0 |
| 12—Sorel | 89·3 | 7·7 | 12·7 | 18·0 | 8·8 | 47·2 | [g] 51·0 | 19·0 | 60·5 |
| 13—Three Rivers | 73·3 | 8·0 | 12·7 | 17·4 | 9·5 | 49·8 | 52·1 | 19·0 | 60·5 |
| **Ontario—** | | | | | | | | | |
| 14—Brantford | ..... | 8·1 | 12·7 | 17·6 | 9·3 | 45·2 | [g] 51·2 | 21·0 | 61·9 |
| 15—Cornwall | ..... | 7·8 | 12·7 | 18·2 | 9·4 | 46·8 | [g] 53·4 | 20·0 | 63·0 |
| 16—Fort William | 84·3 | 8·0 | 14·0 | 19·0 | 10·0 | 53·0 | [g] 52·2 | 23·0 | 63·2 |
| 17—Hamilton | ..... | 8·2 | 12·7 | 17·7 | 9·7 | 46·2 | [g] 53·0 | 22·0 | 63·4 |
| 18—Kirkland Lake | 79·7 | 8·2 | 12·0 | 18·9 | 10·2 | 51·8 | 54·2 | 25·0 | 65·0 |
| 19—London | 84·0 | 8·0 | 12·7 | 17·4 | 9·7 | 46·2 | [g] 48·8 | 21·0 | 64·8 |
| 20—North Bay | ..... | 8·3 | 13·0 | 19·1 | 10·5 | 47·8 | [g] 55·7 | 22·0 | 66·2 |
| 21—Oshawa | ..... | 7·9 | 12·7 | 17·4 | 9·3 | 46·0 | [g] 49·1 | 21·0 | 62·6 |
| 22—Ottawa | 73·1 | 8·2 | 12·7 | 17·5 | 9·4 | 48·4 | 55·2 | 21·6 | 63·1 |
| 23—Sault Ste. Marie | ..... | 8·4 | 13·3 | 19·3 | 10·5 | 49·7 | 55·7 | 23·0 | 66·3 |
| 24—Sudbury | 72·7 | 8·3 | 13·3 | 18·3 | 10·4 | 48·6 | 53·8 | 23·0 | 64·8 |
| 25—Toronto | 78·3 | 7·9 | 12·7 | 17·4 | 9·0 | 44·3 | [g] 50·6 | 22·0 | 63·6 |
| 26—Windsor | 77·1 | 8·3 | 12·7 | 17·8 | 9·8 | 48·5 | 51·4 | 22·0 | 64·7 |
| **Manitoba—** | | | | | | | | | |
| 27—Winnipeg | 80·7 | 7·5 | 15·0 | 17·7 | 11·0 | [t] 70·5 | [g] 48·8 | 21·0 | 61·1 |
| **Saskatchewan—** | | | | | | | | | |
| 28—Regina | 74·8 | 8·0 | 14·4 | 18·5 | 11·5 | [t] 67·5 | 47·3 | 19·0 | 61·3 |
| 29—Saskatoon | ..... | 7·8 | 13·6 | 17·7 | 13·0 | [t] 64·5 | [g] 45·8 | 20·5 | 62·9 |
| **Alberta—** | | | | | | | | | |
| 30—Calgary | 82·9 | 7·6 | 14·4 | 18·1 | 11·3 | [t] 64·5 | [g] 48·5 | 21·0 | 63·5 |
| 31—Edmonton | 77·6 | 7·8 | 14·4 | 17·9 | 11·2 | [t] 64·5 | [g] 46·1 | 20·0 | 65·5 |
| **British Columbia—** | | | | | | | | | |
| 32—Prince Rupert | 90·0 | 8·5 | 14·0 | 18·6 | 10·6 | [t] 63·0 | 56·8 | 31·0 | 67·8 |
| 33—Trail | 87·0 | 8·2 | 17·0 | 18·5 | 11·2 | [t] 69·2 | [g] 59·0 | 23·0 | 65·8 |
| 34—Vancouver | 81·9 | 7·9 | 16·0 | 17·8 | 9·3 | [t] 58·0 | [g] 53·1 | 21·4 | 66·3 |
| 35—Victoria | 88·8 | 8·0 | 16·0 | 17·9 | 9·7 | [t] 59·6 | [g] 55·1 | 24·0 | 66·9 |

| Locality | Cheese, plain, processed, per ½ lb. pkg. | Margarine, per 1 lb. pkg. | Lard, pure, per 1 lb. pkg. | Shortening, per 1 lb. pkg. | Salmon, canned, fancy pink, per ½ lb. flat | Orange juice, unsweetened, per 20 oz. tin | Peaches, choice, halves, per 15 oz. tin | Canned Vegetables | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Tomatoes, choice, 2½'s (28 oz.) per tin | Peas, choice, per 20 oz. tin | Corn, cream, choice, per 20 oz. tin |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | | |
| 1—St. John's | 35·3 | 32·5 | ..... | 34·7 | ..... | 18·8 | 49·0 s | 27·8 | 25·6 | 23·0 |
| **P.E.I.—** | | | | | | | | | | |
| 2—Charlottetown | 36·4 | ..... | 29·4 | 32·0 | 27·7 | 19·7 | 20·9 | 24·5 | 23·3 | 21·4 |
| **Nova Scotia—** | | | | | | | | | | |
| 3—Halifax | 35·2 | 40·2 | 30·2 | 31·4 | 25·2 | 17·9 | 21·6 | 23·2 | 24·0 | 19·6 |
| 4—Sydney | 35·8 | 38·6 | 29·4 | 30·3 | 26·0 | 20·0 | 23·0 | 23·8 | 23·3 | 20·2 |
| **New Brunswick—** | | | | | | | | | | |
| 5—Moncton | 35·7 | 37·8 | 30·0 | 31·0 | 25·1 | 16·7 | 21·9 | 21·6 | 23·6 | 18·9 |
| 6—Saint John | 35·9 | 38·1 | 30·6 | 30·9 | 25·9 | 16·7 | 21·5 | 20·6 | 24·4 | 18·7 |
| **Quebec—** | | | | | | | | | | |
| 7—Chicoutimi | 35·1 | ..... | 26·3 | 34·2 | 26·4 | 18·3 | ..... | 20·5 | 22·7 | 19·2 |
| 8—Hull | 32·3 | ..... | 27·5 | 29·2 | 24·5 | 16·6 | 19·8 | 17·7 | 21·0 | 16·4 |
| 9—Montreal | 32·4 | ..... | 28·4 | 30·3 | 25·0 | 16·8 | 19·4 | 17·7 | 21·2 | 18·8 |
| 10—Quebec | 34·0 | ..... | 28·8 | 30·9 | 25·1 | 17·2 | 20·1 | 20·0 | 20·9 | 17·7 |
| 11—Sherbrooke | 33·6 | ..... | 25·5 | 29·6 | 24·4 | 16·8 | 21·2 | 17·9 | 20·5 | 19·4 |
| 12—Sorel | 33·1 | ..... | 27·9 | 29·4 | 25·2 | 16·8 | 21·3 | 18·3 | 19·2 | 16·7 |
| 13—Three Rivers | 33·5 | ..... | 25·2 | 29·5 | 25·2 | 17·4 | ..... | 18·2 | 20·5 | 19·8 |
| **Ontario—** | | | | | | | | | | |
| 14—Brantford | 32·6 | 39·3 | 28·5 | 29·3 | 24·8 | 17·9 | 20·6 | 21·6 | 21·2 | 17·7 |
| 15—Cornwall | 33·1 | 37·7 | 28·8 | 29·7 | 24·8 | 17·0 | 20·6 | 18·3 | 19·8 | 17·8 |
| 16—Fort William | 35·1 | 39·1 | 28·9 | 30·4 | 24·2 | 19·1 | 21·0 | 22·2 | 23·0 | 18·2 |
| 17—Hamilton | 33·0 | 39·3 | 28·3 | 30·9 | 24·8 | 17·2 | 20·9 | 21·0 | 21·8 | 16·2 |
| 18—Kirkland Lake | 32·2 | 37·8 | 30·2 | 31·2 | 25·8 | 18·8 | 21·7 | 21·1 | 21·8 | 18·3 |
| 19—London | 32·1 | 38·8 | 29·7 | 29·4 | 24·8 | 18·0 | 20·0 | 21·7 | 21·2 | 17·5 |
| 20—North Bay | 34·0 | 39·8 | 30·5 | 30·5 | 28·2 | 18·5 | ..... | 20·2 | 22·5 | 17·8 |
| 21—Oshawa | 32·8 | 40·3 | 29·1 | 28·8 | 23·8 | 16·6 | ..... | 21·4 | 20·5 | 16·7 |
| 22—Ottawa | 33·1 | 39·3 | 28·8 | 30·0 | 24·5 | 17·0 | 21·1 | 18·6 | 22·4 | 17·3 |
| 23—Sault Ste. Marie | 34·2 | 39·6 | 30·3 | 31·2 | 25·6 | 17·6 | ..... | 20·7 | 22·5 | 17·4 |
| 24—Sudbury | 33·5 | 37·2 | 27·6 | 29·2 | 24·8 | 17·0 | ..... | 20·1 | ..... | 15·7 |
| 25—Toronto | 32·4 | 39·4 | 28·8 | 29·8 | 23·3 | 16·1 | 20·2 | 20·0 | 21·0 | 16·9 |
| 26—Windsor | 32·6 | 39·8 | 29·1 | 30·1 | 24·7 | 17·6 | 21·0 | 19·5 | m 16·9 | m 15·8 |
| **Manitoba—** | | | | | | | | | | |
| 27—Winnipeg | 34·6 | 40·8 | 26·9 | 29·7 | 24·4 | 16·6 | 21·7 | 21·8 | m 17·5 | 17·9 |
| **Saskatchewan—** | | | | | | | | | | |
| 28—Regina | 35·6 | 41·0 | 26·2 | 32·0 | 25·1 | 18·5 | 22·6 | 23·7 | 23·8 | 19·4 |
| 29—Saskatoon | 34·7 | 39·2 | 25·2 | 30·7 | 24·7 | 18·6 | 22·2 | 22·4 | 22·8 | 19·9 |
| **Alberta—** | | | | | | | | | | |
| 30—Calgary | 33·2 | 39·7 | 24·8 | 31·8 | 24·2 | 18·0 | 20·5 | 25·7 | 21·1 | 20·4 |
| 31—Edmonton | 34·3 | 41·9 | 25·1 | 32·9 | 24·8 | 18·2 | 21·4 | 25·1 | 22·8 | 21·3 |
| **British Columbia—** | | | | | | | | | | |
| 32—Prince Rupert | 36·8 | 40·4 | 27·8 | 32·9 | 25·9 | 22·2 | 23·4 | 28·6 | m 18·7 | m 16·9 |
| 33—Trail | 36·7 | 39·9 | 27·0 | 33·3 | ..... | 20·5 | 23·7 | 28·2 | m 21·0 | m 19·2 |
| 34—Vancouver | 34·7 | 39·7 | 28·9 | 30·1 | 23·8 | 17·4 | 21·4 | 25·9 | m 14·9 | m 15·2 |
| 35—Victoria | 34·7 | 39·9 | 29·4 | 30·3 | 23·0 | 16·8 | 21·0 | 24·3 | m 17·7 | m 15·9 |

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price aver ages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (d) Including butts. (e) Local. (f) Imported (g) Mixed carton and loose.

## FOODS AND COAL BY CITIES, MAY, 1954

Bureau of Statistics

| Locality | Oranges, California, 288's, per doz. | Bananas, yellow, per lb. | Potatoes, Canadian, No. 1, per 10 lbs. | Onions, No. 1 cooking, per lb. | Prunes, medium size, per lb. pkg. | Raisins, seedless, Australian, per lb. | Tea, black, medium quality, per ½ lb. pkg. | Coffee, medium quality, in bags, per lb. | Coal | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | Anthracite, per ton | Bituminous, per ton |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | $ | $ |
| **Newfoundland—** | | | | | | | | | | |
| 1—St. John's | 45·6 | 31·0 | 34·7 | 9·3 | 34·8 | 26·1 k | 62·8 w | 1·402 v | ..... | 22.75 |
| **P.E.I.—** | | | | | | | | | | |
| 2—Charlottetown | 40·5 | 23·0 | 20·7 | 8·5 | 29·0 | 27·1 n | 50·9 | 1·413 v | ..... | 17.50 |
| **Nova Scotia—** | | | | | | | | | | |
| 3—Halifax | 42·0 | 21·6 | 25·3 | 8·9 | 29·0 | 23·6 | 50·6 | 1·474 | ..... | 19.50 |
| 4—Sydney | 46·5 | 25·2 | 24·8 | 6·8 | 30·1 | 26·2 n | 50·5 | 1·423 v | ..... | 13.60 |
| **New Brunswick—** | | | | | | | | | | |
| 5—Moncton | 42·9 | 22·2 | 19·5 | 7·2 | 29·4 | 25·5 n | 49·5 | 1·355 | ..... | 18.77 |
| 6—Saint John | 44·4 | 21·9 | 18·0 | 9·0 | 30·4 | 27·2 n | 52·9 | 1·441 v | ..... | 19.69 |
| **Quebec—** | | | | | | | | | | |
| 7—Chicoutimi | 38·4 | 18·5 | 27·1 | 10·4 | 31·0 | 27·8 n | 58·3 | 1·354 v | 28.00 | ..... |
| 8—Hull | 39·6 | 18·6 | 24·8 | 9·4 | 28·2 | 24·8 n | 54·3 | 1·355 | 28.50 | ..... |
| 9—Montreal | 40·5 | 16·0 | 21·4 | 9·0 | 29·4 | 24·9 n | 50·7 | 1·417 | 25.48 | ..... |
| 10—Quebec | 43·2 | 18·1 | 19·9 | 9·2 | 29·5 | 25·9 n | 53·6 | 1·425 | 27.50 | ..... |
| 11—Sherbrooke | 41·1 | 17·1 | 21·1 | 9·1 | 29·4 | 24·8 n | 54·3 | 1·398 | 26.00 | ..... |
| 12—Sorel | 41·4 | 16·8 | 25·0 | 9·1 | 28·8 | 23·9 n | 54·4 | 1·394 v | 26.25 | ..... |
| 13—Three Rivers | 42·0 | 17·9 | 20·5 | 9·3 | 28·3 | 25·1 n | 55·1 | 1·364 v | 26.40 | ..... |
| **Ontario—** | | | | | | | | | | |
| 14—Brantford | 37·8 | 18·5 | 27·8 | 7·8 | 30·6 | 23·3 | 53·1 | 1·341 | 25.40 | ..... |
| 15—Cornwall | 42·0 | 15·9 | 24·5 | 9·3 | 29·4 | 24·7 n | 54·2 | 1·375 | 29.30 | ..... |
| 16—Fort William | 41·1 | 19·8 | 36·8 | 6·9 | 27·5 | 25·8 n | 51·9 | 1·362 | 26.62 | ..... |
| 17—Hamilton | 39·6 | 19·1 | 28·8 | 7·3 | 29·4 | 23·0 n | 51·6 | 1·382 | 24.56 | ..... |
| 18—Kirkland Lake | 41·1 | 19·2 | 32·6 | 8·8 | 31·8 | 25·3 | 56·0 | 1·376 | 31.75 | ..... |
| 19—London | 39·6 | 18·8 | 27·9 | 6·8 | 29·2 | 22·5 | 52·0 | 1·374 | 25.00 | ..... |
| 20—North Bay | 40·8 | 20·2 | 29·4 | 7·4 | ..... | 23·0 n | 54·0 | 1·368 | 27.25 | ..... |
| 21—Oshawa | 39·3 | 18·6 | 27·3 | 7·4 | 27·0 | 22·7 n | 56·0 | 1·347 | 25.60 | ..... |
| 22—Ottawa | 39·0 | 18·7 | 25·6 | 8·3 | 29·2 | 25·2 n | 52·0 | 1·378 | 28.50 | ..... |
| 23—Sault Ste. Marie | 42·0 | 19·9 | 33·3 | 9·5 | 30·3 | 24·6 n | 55·8 | 1·332 | 27.25 | ..... |
| 24—Sudbury | 40·2 | 18·6 | 28·8 | 9·3 | 28·4 | 24·4 h | 51·2 | 1·264 | 29.70 | ..... |
| 25—Toronto | 36·3 | 17·5 | 28·9 | 6·7 | 28·5 | 24·4 n | 50·8 | 1·321 | 23.83 | ..... |
| 26—Windsor | 38·1 | 18·8 | 27·8 | 7·7 | 31·7 | 24·6 n | 52·4 | 1·376 | 26.00 | ..... |
| **Manitoba—** | | | | | | | | | | |
| 27—Winnipeg | 41·7 | 19·8 | 25·5 | 5·4 | 29·1 | 27·1 n | 50·9 | 1·379 | ..... | 21.15 |
| **Saskatchewan—** | | | | | | | | | | |
| 28—Regina | 44·1 | 22·3 | 36·9 | 8·0 | 30·2 | 26·4 | 52·2 | 1·392 | ..... | 18.50 |
| 29—Saskatoon | 46·8 | 23·3 | 42·9 | 10·3 | 31·6 | 26·2 | 49·2 | 1·389 | ..... | 17.98 |
| **Alberta—** | | | | | | | | | | |
| 30—Calgary | 48·6 | 23·5 | 38·5 | 8·0 | 29·4 | 24·6 n | 51·0 | 1·312 | ..... | ..... |
| 31—Edmonton | 49·2 | 22·9 | 44·1 | 9·2 | 31·4 | 25·6 n | 50·6 | 1·368 | ..... | 8.58 |
| **British Columbia—** | | | | | | | | | | |
| 32—Prince Rupert | 45·3 | 24·9 | 38·1 | 8·6 | 29·1 | 26·0 n | 52·2 | 1·351 | ..... | 22.90 |
| 33—Trail | 38·7 | 24·2 | 38·3 | 7·7 | 29·8 | 26·4 n | 49·7 | 1·398 | ..... | 19.75 |
| 34—Vancouver | 36·0 | 19·9 | 40·8 | 7·5 | 26·0 | 23·5 n | 50·2 | 1·339 | ..... | 21.02 |
| 35—Victoria | 36·0 | 20·2 | 45·5 | 7·6 | 28·8 | 24·0 n | 47·4 | 1·355 | ..... | 21.44 |

(h) Evaporated milk, 17·0¢ per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

## TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)
SOURCE: Dominion Bureau of Statistics

| Country | Canada | United States | Mexico | United Kingdom | Ireland | France | Italy | Sweden | Switzerland | Egypt | South Africa | Australia | New Zealand |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Description of Index: | Consumer Price Index Dominion Bureau of Statistics | Consumer Price Index, Bureau of Labour Statistics | Cost of Living | Index of Retail Prices, Ministry of Labour | Consumer Price Index | Retail Price Index, Statistique Generale | Cost of Living | Consumption Price Index | Cost of Living Federal Labour Department | Cost of Living | Cost of Living, Census and Statistics Office | Cost of Living, Commonwealth Statistician | Retail Price Index, Government Statistician |
| Localities | | | Mexico City | | | Paris | | | | Cairo | 9 Towns | 6 Capital Cities | 21 Towns |
| Base Period | 1949 | 1947–49 | 1939 | January 1952 | August 1953 | 1949 | 1938 | 1935 | August, 1939 | June–Aug. 1939 | 1938 | 1936–39 =1000 | 1st quarter 1949 = 1000 |
| | (a) | (b) | | (b) | | | | | (c) | | | (d) | (d) |
| 1933 | 58·8 | 55·3 | ..... | (i) 140 | (h) 151 | ..... | ..... | ..... | (e) 131 | 99 | 93·2 | ..... | 600 |
| 1939 | 63·2 | 59·4 | 100·0 | (i) 158 | (h) 178 | (m) 108 | ..... | 107·5 | (e) 138 | (k) 103 | 99·9 | 1029 | 748 |
| 1940 | 65·7 | 59·9 | 100·7 | (i) 184 | (h) 205 | (m) 129 | ..... | 122·5 | (e) 151 | 113 | 103·4 | 1051 | 782 |
| 1941 | 69·6 | 62·9 | 104·4 | (i) 199 | (h) 226 | (m) 150 | ..... | 141·7 | (e) 174 | 138 | 108·2 | 1111 | 810 |
| 1944 | 74·6 | 75·2 | 199·1 | (i) 201 | (h) 295 | (m) 285 | ..... | 158·2 | (e) 207 | 279 | 128·8 | 1270 | 872 |
| 1945 | 75·0 | 76·9 | 213·5 | (i) 203 | (h) 295 | (m) 393 | ..... | 157·5 | (e) 209 | 293 | 132·2 | 1270 | 884 |
| 1946 | 77·5 | 83·4 | 266·7 | (i) 203 | (h) 291 | (m) 645 | ..... | 160·3 | (e) 208 | 287 | 134·1 | 1278 | 891 |
| 1947 | 84·8 | 95·5 | 300·3 | (i) 203 | ..... | (m) 1030 | 4575 | 162·1 | (e) 217 | 279 | 139·7 | 1309 | 919 |
| 1948 | 97·0 | 102·8 | 318·9 | (j) 108 | (l) 99 | (m) 1632 | 4847 | 172·4 | (e) 224 | 281 | 147·8 | 1392 | 992 |
| 1949 | 100·0 | 101·8 | 336·0 | (j) 111 | (l) 100 | (m) 1818 | 4915 | 175·9 | (e) 222 | 278 | 153·2 | 1528 | 1009 |
| 1950 | 102·9 | 102·8 | 356·2 | (j) 114 | (l) 101 | (m) 1945 | 4849 | 177·7 | 159·1 | 293 | 159·3 | 1669 | 1066 |
| 1951 | 113·7 | 111·0 | 401·0 | (j) 124 | (l) 109 | 130·1 | 5320 | 207·5 | 166·7 | 319 | 171·0 | 1905 | 1183 |
| 1952 | 116·5 | 113·5 | 455·7 | 102·6 | (l) 118 | 145·4 | 5546 | 223·0 | 171·0 | 317 | 185·9 | 2337 | 1275 |
| 1953 | 115·5 | 114·4 | 451·2 | 105·8 | (l) 125 | 143·7 | 5654 | 224·1 | 169·8 | (n) 296·0 | 192·4 | 2550 | 1333 |
| 1953 March | 114·8 | 113·6 | 449·9 | 105·4 | ..... | 145·2 | 5613 | 224·4 | 169·3 | 299·2 | 189·4 | 2558 | 1307 |
| April | 114·6 | 113·7 | 449·1 | 106·4 | ..... | 144·7 | 5668 | 224·2 | 168·8 | 299·0 | 189·9 | ..... | ..... |
| May | 114·4 | 114·0 | 448·6 | 106·0 | (l) 126 | 145·5 | 5702 | 224·4 | 169·5 | 295·4 | 190·7 | ..... | ..... |
| June | 114·9 | 114·5 | 449·4 | 106·6 | ..... | 145·4 | 5718 | 224·1 | 169·7 | 293·2 | 193·6 | 2586 | 1322 |
| July | 115·4 | 114·7 | 447·5 | 106·6 | ..... | 143·7 | 5633 | 223·3 | 169·5 | 296·2 | 192·7 | ..... | ..... |
| August | 115·7 | 115·0 | 450·6 | 105·9 | 100·0 | 143·1 | 5617 | 224·0 | 169·7 | 294·8 | 195·8 | ..... | ..... |
| September | 116·2 | 115·2 | 452·8 | 105·7 | ..... | 141·0 | 5642 | 224·0 | 170·2 | 295·3 | 196·5 | 2618 | 1337 |
| October | 116·7 | 115·4 | 452·1 | 105·7 | ..... | 141·0 | 5664 | 224·2 | 170·4 | 296·7 | 196·0 | ..... | ..... |
| November | 116·2 | 115·0 | 448·2 | 106·0 | 100·1 | 141·3 | 5691 | 224·1 | 170·4 | (o) | 193·6 | ..... | ..... |
| December | 115·8 | 114·9 | 445·0 | 105·6 | ..... | 142·1 | 5678 | 223·9 | 170·1 | 293·5 | 191·9 | 2624 | 1366 |
| 1954 January | 115·7 | 115·2 | 446·5 | 105·8 | ..... | 143·2 | 5686 | 224·4 | 169·8 | 291·5 | 192·9 | ..... | ..... |
| February | 115·7 | 115·0 | 445·4 | 105·6 | 99·4 | 144·1 | 5707 | 224·6 | 169·5 | 286·8 | 193·0 | ..... | ..... |
| March | 115·5 | 114·8 | 446·6 | 106·6 | ..... | 143·6 | ..... | 225·6 | 169·4 | 288·1 | 194·0 | ..... | 1377 |
| April | 115·6 | 114·6 | ..... | ..... | ..... | 142·4 | ..... | ..... | ..... | ..... | ..... | ..... | ..... |
| May | 115·5 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |

*(a)* First of month. *(b)* Middle of month. *(c)* Last week of month. *(d)* Quarterly. *(e)* Years 1918–49 on base June 1914 = 100. *(f)* Yearly averages are for period from July of preceding year to June of year specified. *(g)* July. *(h)* Annual averages 1926–46 are on base July, 1914 = 100. *(i)* Years 1914–47 on base July, 1914 = 100. 1947 average is for first half of year. *(j)* Series on June, 1947 base. *(k)* Average June–December. *(l)* Annual averages 1948-53 and monthly index May 1953 on base August 1947 = 100. *(m)* Annual averages 1939–1950 are on base 1938 = 100. *(n)* 1953 average is for eleven months. *(o)* Not available.

## TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

SOURCE: Dominion Bureau of Statistics

| — | 1913 | 1918 | 1929 | 1933 | 1939 | 1952 | 1953 | April 1953 | March 1954 | April 1954 |
|---|---|---|---|---|---|---|---|---|---|---|
| All Commodities Classified According to Chief Component Material | 83·4 | 166·0 | 124·6 | 87·4 | 99·2 | 226·0 | 220·7 | 219·5 | 218·6 | 217·9 |
| I. Vegetable Products | 79·8 | 175·6 | 125·7 | 81·4 | 89·1 | 210·3 | 199·0 | 197·3 | 199·6 | 196·0 |
| II. Animals and Their Products | 94·4 | 169·3 | 145·2 | 79·1 | 100·6 | 248·2 | 241·7 | 234·4 | 242·1 | 240·9 |
| III. Fibres, Textiles and Textile Products | 81·6 | 220·4 | 128·1 | 97·8 | 98·9 | 251·5 | 239·0 | 240·0 | 233·1 | 233·3 |
| IV. Wood, Wood Products and Paper | 88·7 | 123·7 | 130·3 | 87·2 | 107·5 | 291·0 | 288·6 | 289·9 | 284·1 | 285·7 |
| V. Iron and Its Products | 72·3 | 164·5 | 98·2 | 89·5 | 104·8 | 219·0 | 221·4 | 221·5 | 215·2 | 214·2 |
| *VI. Non-Ferrous Metals and Their Products | 133·9 | 193·0 | 134·9 | 87·5 | 100·0 | 172·9 | 168·6 | 170·7 | 165·1 | 167·6 |
| VII. Non-Metallic Minerals and Their Products | 66·7 | 96·6 | 109·0 | 99·1 | 99·7 | 173·9 | 176·9 | 175·3 | 179·0 | 178·3 |
| VIII. Chemicals and Allied Products | 79·8 | 149·5 | 120·2 | 102·4 | 100·3 | 180·1 | 175·7 | 176·2 | 175·9 | 176·0 |
| Classified According to Degree of Manufacture | | | | | | | | | | |
| I. All Raw (or partly manufactured) | 85·1 | 154·4 | 126·1 | 79·3 | 94·9 | 218·7 | 207·0 | 205·6 | 204·3 | 205·7 |
| II. All Manufactured (fully or chiefly) | 86·2 | 169·8 | 123·7 | 93·3 | 101·9 | 230·7 | 228·8 | 227·8 | 226·9 | 225·1 |
| Non-Residential Building Materials (1949 = 100) | ..... | ..... | ..... | ..... | 60·3 | 123·2 | 124·4 | 124·8 | 122·9 | 122·6 |
| Residential Building Materials | ..... | ..... | 112·4 | 89·0 | 102·3 | 284·8 | 282·6 | 284·3 | 275·9 | 276·1 |
| Canadian Farm Products Total | ..... | ..... | 140·8 | 69·3 | 92·6 | 250·2 | 219·5 | 221·7 | 206·7 | 205·5 |
| Field | ..... | ..... | 137·2 | 69·3 | 83·7 | 223·0 | 175·1 | 187·6 | 151·3 | 150·6 |
| Animal | ..... | ..... | 144·4 | 69·2 | 101·5 | 277·5 | 263·8 | 255·8 | 262·0 | 260·4 |

* Gold is included from 1935 to date.
The indexes for 1954 are subject to revision.

## G—Strikes and Lockouts

### TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY, 1953-1954†

| Date | Number of Strikes and Lockouts | | Number of Workers Involved | | Time Loss | |
|---|---|---|---|---|---|---|
| | Commencing During Month | In Existence | Commencing During Month | In Existence | In Man-Working Days | Per Cent of Estimated Working Time |
| 1954* | | | | | | |
| January | 24‡ | 24 | 10,619‡ | 10,619 | 156,969 | 0·19 |
| February | 7 | 17 | 749 | 4,631 | 52,270 | 0·06 |
| March | 12 | 18 | 1,107 | 1,722 | 13,945 | 0·02 |
| April | 24 | 33 | 1,657 | 2,268 | 24,661 | 0·03 |
| May | 7 | 20 | 2,032 | 3,341 | 31,040 | 0·04 |
| Cumulative totals | 74 | | 16,164 | | 278,885 | 0·07 |
| 1953 | | | | | | |
| January | 14‡ | 14 | 2,136‡ | 2,136 | 31,050 | 0·04 |
| February | 11 | 19 | 2,448 | 3,757 | 23,777 | 0·03 |
| March | 12 | 20 | 4,479 | 5,405 | 32,998 | 0·04 |
| April | 15 | 22 | 2,854 | 3,626 | 29,180 | 0·03 |
| May | 17 | 30 | 2,740 | 4,752 | 36,097 | 0·04 |
| Cumulative totals | 69 | | 14,657 | | 153,102 | 0·04 |

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY 1954 [1]

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars[2] |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts in Progress Prior to May 1954** | | | | |
| MINING— | | | | |
| Sodium sulphate miners and mill workers, Ormiston, Sask. | 1 | 51 | 1,000 | Commenced April 1; for a new agreement providing for increased wages and other changes, following reference to conciliation board; unterminated. |
| MANUFACTURING— | | | | |
| *Textiles, Clothing, etc.,*— | | | | |
| Women's clothing factory workers, Montreal, Que. | 1 | 12 | 200 | Commenced February 23; protesting dismissal of three workers; unterminated. |
| *Miscellaneous Wood Products*— | | | | |
| Sawmill workers, Salmon Arm, B.C. | 1 | 15 | 170 | Commenced April 29; for a new agreement providing for increased wages and pay for two statutory holidays, following reference to conciliation board, and for reinstatement of a dismissed foreman; terminated May 15; negotiations; compromise. |
| *Non-Metallic Minerals, Chemicals, etc.*— | | | | |
| Safety glass factory workers, Windsor, Ont. | 1 | 220 | 3,300 | Commenced March 31; for a new agreement providing for increased wages and reduced hours from 42½ to 40 per week with same take-home pay, following reference to conciliation board; terminated May 21; conciliation; compromise. |
| CONSTRUCTION— | | | | |
| *Buildings and Structures*— | | | | |
| Welders and helpers, Regina, Sask. | 1 | 114 | 1,000 | Commenced April 9; for a new agreement providing for subsistence pay of 50 cents per hour and increased wages for helpers; terminated May 13; conciliation; compromise. |
| Pipefitters, welders, etc. Regina, Sask. | 1 | 71 | 710 | Commenced April 12; sympathy with strike of welders and helpers, April 9–54; terminated May 14; conciliation; compromise. |
| TRADE— | | | | |
| Stationery store clerks, Vancouver, B.C. | 2 | 46 | 900 | Commenced April 13; for new agreements providing for increased wages, closed shop and reduction in apprentice period from four to two years, following reference to conciliation board; unterminated. |
| SERVICE— | | | | |
| *Business and Personal*— | | | | |
| Hotel employees, Medicine Hat, Alta. | 5 | 91 | 2,000 | Commenced February 23; for a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay, following reference to arbitration board; unterminated. |
| Beverage room employees, Lethbridge, Alta. | 7 | 51 | 1,270 | Commenced April 22; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, extension of vacation plan and for welfare plan, following reference to arbitration board; unterminated. |

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars(2) |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts in Progress Prior to May 1954**—Con. | | | | |
| Beverage room employees, Calgary, Alta. | 20 | 183 | 4,500 | Commenced April 22; for implementation of award of arbitration board for reduced hours from 44 to 40 per week with same take-home pay, Rand formula for union dues and extension of vacation plan in new agreement under negotiations; unterminated |
| Beverage room employees, Windsor, Ont. | 1 | 8 | 200 | Commenced April 23; for a union agreement providing for increased wages and reduced hours from 54 to 48 per week, following reference to conciliation board; unterminated. |
| Beverage room employees, Edmonton, Alta. | 10 | 97 | 2,400 | Commenced April 27; for new agreements providing for reduced hours from 44 to 40 per week with same take-home pay and extension of vacation plan, following reference to arbitration board; unterminated. |
| Garage workers, St. John's, Nfld. | 11 | 350 | 7,500 | Commenced April 27; for new agreements providing for increased wages, reduced hours from 50 to 45 per week and other changes; terminated May 29; conciliation and return of workers pending negotiations; indefinite. |
| **Strikes and Lockouts Commencing During May 1954** | | | | |
| MINING— | | | | |
| Coal miners, Thorburn, N.S. | 1 | 340 | 340 | Commenced May 19; protesting suspension of two workers for leaving mine before completion of assigned duties; terminated May 20; return of workers; in favour of employer. |
| MANUFACTURING— | | | | |
| *Animal Foods*— | | | | |
| Fish processing plant workers, Halifax, N.S. | 1 | 244 | 1,950 | Commenced May 7; protesting dismissal of worker for refusal to work overtime; terminated May 17; return of workers pending reference to arbitration; indefinite. |
| *Textiles, Clothing, etc.*— | | (3) | | |
| Cotton yarn factory workers, Welland, Ont. | 1 | 17 | 65 | Commenced May 26; protest against operating additional spindles; unterminated. |
| *Pulp, Paper and Paper Products*— | | (4) | | |
| Paper mill office workers, Merritton, Ont. | 1 | 31 | 465 | Commenced May 10; for a new agreement providing for increased wages retroactive to May 1–53, following reference to conciliation board; unterminated. |
| *Metal Products*— | | | | |
| Automobile parts factory workers, Windsor, Ont. | 1 | 160 | 1,200 | Commenced May 21; for a union agreement providing for reduced hours from 49 to 45 per week, following reference to conciliation board; terminated May 31; conciliation; in favour of workers. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY 1954 (1)

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars(2) |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts Commencing During May 1954—Con.** | | | | |
| Washing machine and boiler factory workers, Toronto, Ont. | 1 | 1,164 | 1,700 | Commenced May 25; protesting introduction of new wage classification in new agreement under negotiations; terminated May 26; return of workers pending reference to conciliation; indefinite. |
| TRANSPORTATION AND PUBLIC UTILITIES— | | | | |
| *Electric Railways and Local Bus Lines*— | | | | |
| Bus drivers, mechanics and railway trainmen, Oshawa, Ont. | 1 | (5) 76 | 170 | Commenced May 27; for inclusion of all members of union local, including 18 trainmen, in new agreement under negotiations; unterminated. |

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 73 indirectly affected; (4) 450 indirectly affected; (5) 43 indirectly affected.

## TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1954, BY GROUPS OF INDUSTRIES AND CAUSES

| Cause | Agriculture | Logging | Fishing and Trapping | Mining and Quarrying | Manufacturing | Construction | Electricity, Gas and Water Production and Supply | Transportation, Storage and Communication | Trade | Finance | Service | Uncalssified | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Striking Against or Stepping on Objects | .... | .... | .... | .... | .... | 1 | ..... | ..... | .... | .... | 1 | .... | 2 |
| Struck by | 3 | 17 | 1 | 18 | 11 | 5 | 1 | 6 | 1 | .... | 2 | .... | 65 |
| (a) Tools, machinery, cranes, etc. | .... | .... | 1 | .... | 2 | .... | ..... | ..... | .... | .... | .... | .... | 3 |
| (b) Moving vehicles | .... | 2 | .... | 3 | 1 | 1 | 1 | 4 | .... | .... | 1 | .... | 13 |
| (c) Other objects | 3 | 15 | .... | 15 | 8 | 4 | ..... | 2 | 1 | .... | 1 | .... | 49 |
| Caught In, On or Between Machinery, Vehicles, etc. | 1 | 2 | 1 | 3 | 5 | 1 | ..... | 4 | 1 | .... | .... | .... | 18 |
| Collisions, Derailments, Wrecks, etc. | 3 | 8 | 3 | 1 | 5 | 2 | 1 | 13 | 7 | 1 | 2 | .... | 46 |
| Falls and Slips | .... | 4 | 1 | 6 | 5 | 23 | 1 | 9 | .... | .... | 2 | .... | 51 |
| (a) Falls on same level | .... | .... | .... | .... | .... | 1 | ..... | 1 | .... | .... | .... | .... | 2 |
| (b) Falls to different levels | .... | 4 | 1 | 6 | 5 | 22 | 1 | 8 | .... | .... | 2 | .... | 49 |
| Conflagrations, Temperature Extremes and Explosions | .... | 2 | .... | 4 | 5 | .... | ..... | ..... | 2 | 1 | 2 | .... | 16 |
| Inhalation, Absorptions, Asphyxiation, etc. | .... | .... | .... | 12 | 5 | 1 | ..... | 1 | 1 | .... | .... | .... | 20 |
| Electric Current | 2 | .... | .... | .... | 1 | 2 | ..... | ..... | .... | .... | .... | .... | 5 |
| Over-exertion and Industrial Diseases | .... | 1 | .... | 3 | 5 | 2 | ..... | 5 | .... | 1 | 1 | .... | 18 |
| Miscellaneous Accidents | .... | .... | .... | .... | .... | .... | ..... | ..... | 1 | .... | .... | .... | 1 |
| Total, First Quarter—1954 | 9 | 34 | 6 | 47 | 42 | 37 | 3 | 38 | 13 | 3 | 10 | .... | 242 |
| Total, First Quarter—1953 | 17 | 50 | 4 | 45 | 72 | 37 | 7 | 36 | 12 | .... | 25 | .... | 305 |

## TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1954

| Industry | Nfld. | P.E.I. | N.S. | N.B. | Que. | Ont. | Man. | Sask. | Alta. | B.C. | N.W.T. | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Agriculture | .... | .... | .... | .... | .... | 6 | .... | .... | .... | 3 | .... | 9 |
| Logging | .... | .... | .... | .... | 12 | 6 | 2 | 2 | 2 | 10 | .... | 34 |
| Fishing and Trapping | .... | .... | 4 | .... | .... | 2 | .... | .... | .... | .... | .... | 6 |
| Mining and Quarrying | 1 | .... | 7 | .... | 4 | 13 | 1 | 3 | 8 | 10 | .... | 47 |
| Manufacturing | 2 | .... | .... | 1 | 3 | 25 | 2 | 1 | 3 | 5 | .... | 42 |
| Construction | 2 | .... | 1 | 1 | 21 | 4 | .... | 1 | 3 | 4 | .... | 37 |
| Electricity, Gas, Water Production and Supply | .... | .... | 1 | .... | 1 | 1 | .... | .... | .... | .... | .... | 3 |
| Transportation, Storage and Communications | 1 | .... | 2 | 1 | 7 | 11 | 3 | 1 | 7 | 5 | .... | 38 |
| Trade | .... | .... | .... | 1 | 2 | 7 | .... | .... | .... | 3 | .... | 13 |
| Finance | .... | .... | .... | .... | 1 | .... | 1 | .... | .... | 1 | .... | 3 |
| Service | .... | .... | .... | .... | 1 | 7 | .... | .... | .... | 2 | .... | 10 |
| Unclassified | .... | .... | .... | .... | .... | .... | .... | .... | .... | .... | .... | .... |
| Total | 6 | .... | 15 | 4 | 52 | 82 | 9 | 8 | 23 | 43 | .... | 242 |

AUGUST 15, 1954

# CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

## Current Manpower Situation

*UNEMPLOYMENT declined during July but remained significantly higher than last year. Expansion of labour requirements proceeded more slowly than usual during the month and this partially offset the non-seasonal employment gains of previous months. The slow-down was manifest in widespread vacation closures which in some plants extended beyond the normal holiday period. Reduced production and employment were limited largely to manufacturing, notably the vehicle and vehicle supply industries and some of the iron and steel plants. Employment increased more than usual in forestry, lumbering and construction, although employment expansion in non-manufacturing as a whole was normal.*

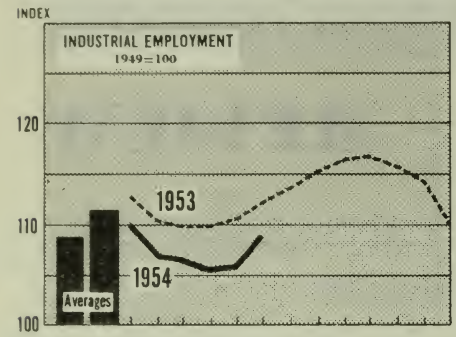
Almost all parts of the country reported employment gains during July, largely as a result of upswings in seasonal industries. Of these, the industry contributing most to the rising level of activity was agriculture, which absorbed about 110,000 workers during July. In addition, important gains occurred in the service, trade and construction industries, which were expanding at about the usual rate. It was clear, however, that the growth of job openings was beginning to taper off. The bulk of hiring for vacation replacements had been completed and, with the important exception of the fruit and vegetable processing industry, most additional summer staffs had been acquired.

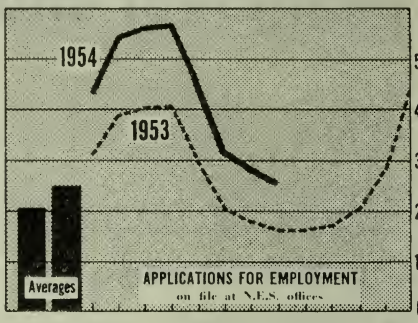
The total number of persons with jobs was estimated at 5,384,000 in the week of July 24. This represents an increase of 107,000 during the month, compared with an increase of 128,000 in July, 1953. During the three-month period ending July 24, however, this figure has shown an increase of about 400,000 compared with some 350,000 in the corresponding period last year. Consequently, the number of persons with jobs in July was only about one per cent lower than last year.

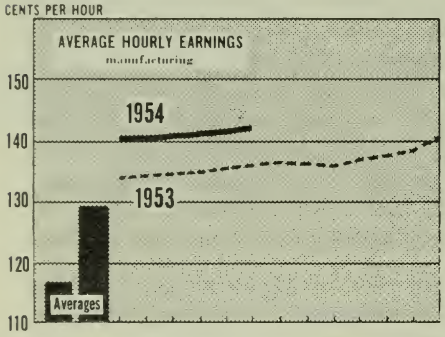
The number of workers affected by vacation closures was a notable feature of the month. Some plants that in former years operated through the summer months, shut down for holidays. An unusually large proportion of these expect to remain closed beyond the normal holiday period. It is estimated that about 450,000 workers were on vacation at the end of July this year, compared with less than 300,000 last year.

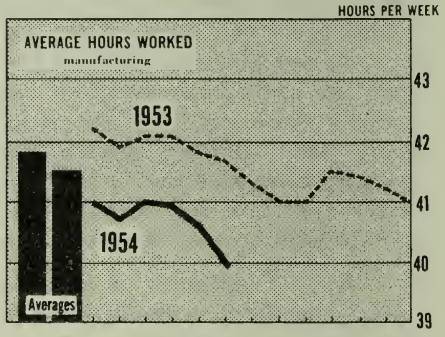
A Monthly *Labour Gazette* Feature

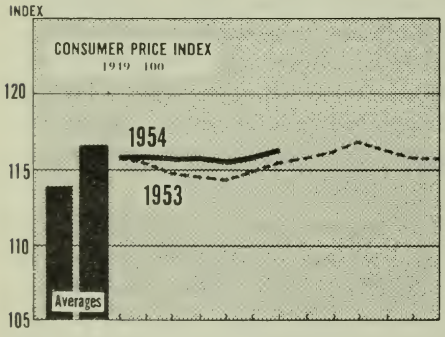
# CURRENT LABOUR TRENDS

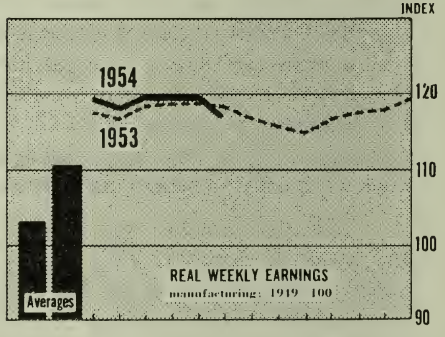


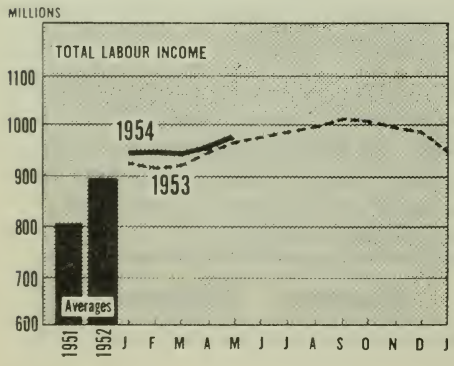



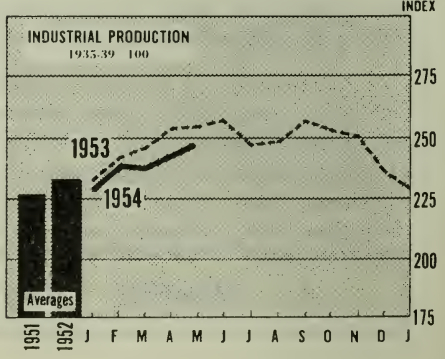



The increase in employment during July exceeded the seasonal growth of the labour force, so that the level of unemployment declined. This is reflected in the Labour Force Survey estimates, which show a decrease of 13,000 during the month in the number of persons without jobs and seeking work, and in the National Employment Service statistics, which show a drop of 32,200 in the number of persons registered for jobs. Both these unemployment indicators continued to be significantly higher than a year earlier.

In the most recent manufacturing statistics, a slight gain was recorded in actual employment during May. When seasonally adjusted,[1] however, the employment index showed a decline of a little less than one per cent. This was a continuation of a downward trend that began in June 1953. The decline from the most recent employment peak of May 1, 1953 to June 1 of this year was between five and six per cent. Recent reports of lay-offs in the manufacturing industries indicate that no over-all improvement in employment conditions occurred during June or July. Stable or increased employment levels continued in the food and beverages, paper products, products of petroleum and coal and the chemical products industries but declining trends persisted in most of the remaining manufacturing industries.

The greatest weakness continued to be in the manufacturing of durable goods. The following comparisons of seasonally adjusted employment indexes indicate the changes in employment conditions in these industries, apart from usual seasonal movements: the motor vehicles industry, down eight per cent during May and 11 per cent from February 1 of this year, the most recent peak; the shipbuilding industry, down six per cent in May and 14 per cent from January 1; the agricultural implements industry, maintaining the gain of between 10 and 15 per cent that occurred during the early months of the year but still 25 per cent below the peak of early 1953; the iron and steel industry levelled off during May from an eighteen-month downward trend but was still 11 per cent below the peak reached in late 1952.

In the soft goods industries, an examination of the seasonally adjusted employment indexes indicates the following changes: the textile products industry, fairly stable from February to the end of May but currently still 20 per cent lower than in the first half of 1953; clothing, down slightly during May and 15 per cent lower than in mid-1953.

In addition to the declining trend in manufacturing shown by the seasonally adjusted employment indexes, the number of average hours worked has also declined. From June 1, 1953 to June of this year, hours worked per week decreased from 41.7 to 39.9, or four per cent. During May alone there was a decline of two per cent.

These statistics indicate that while the deterioration in employment conditions in manufacturing industries is not great, by June 1 no change in the downward trend was evident. Most recent reports fail to indicate any improvement in this sector during June and July.

[1] Employment in many Canadian industries fluctuates considerably from season to season. Indexes showing average fluctuations for 1947-1951 have been calculated; these indexes are divided into the actual employment indexes in order to eliminate most of the seasonal fluctuations. The result is a monthly seasonally adjusted index that indicates the non-seasonal changes in employment.

# Labour-Management Relations

At the middle of this month, the labour relations scene was highlighted by continuing negotiations and conciliation proceedings involving large sections of Canadian industry. Bargaining in the basic steel industry, in automobile manufacturing and on the railways, although in progress for some time, had yet to be completed.

## Current Bargaining Developments

*Railways.* The railway companies and the unions representing non-operating employees agreed to submit their differences to arbitration after unsuccessful negotiations this month. These negotiations were instituted at the request of the Prime Minister, following a vote of the union memberships which approved strike action if such were deemed necessary. Previously, the report of a board of conciliation, which had tried to bring about a settlement, had been rejected by both the companies and the unions (L.G., June, p. 817).

*Basic Steel.* A board of conciliation considering differences between the United Steelworkers of America (CIO-CCL) and the Steel Company of Canada, Limited, at Hamilton, Ont., concluded its hearings towards the end of July. No report from the board was available at the time of writing. The union had requested an 8½-cent-an-hour wage increase and other benefits. Similar demands, made by the union on the Algoma Steel Corporation Limited, Sault Ste. Marie, Ont., and at the Dominion Iron and Steel Limited, Sydney, N.S., have also been referred for conciliation.

*Automobile Manufacturing.* Negotiations were in progress in early August between the Ford Motor Company of Canada, Limited, at Windsor, Ont., and the United Automobile Workers (CIO-CCL). This bargaining followed the report of a conciliation board, the majority of which recommended against many of the union's demands, including its request for a wage increase of 30 cents an hour. The board also recommended that the present seniority system be retained. The company has proposed a more restricted form of seniority. Another conciliation board conducted hearings in July, in the contract dispute between the company and the UAW, representing some 2,300 employees at the Oakville, Ont., plant where the union's demands are similar to those made at Windsor.

At the time of writing no substantial progress had been reported in negotiations over similar demands in progress between the UAW and the Chrysler Corporation of Canada, Limited.

*Logging and Lumbering.* An agreement was reached between operators and the International Woodworkers of America (CIO-CCL) covering some 2,000 workers in the northern interior of British Columbia. Agreements were reached covering the other two major lumbering areas earlier this year. These are the West Coast group of 32,000 employees (L.G., July, p. 928) and the southern interior group of 5,000 employees (L.G., Feb., p. 205). Terms of settlement for the northern interior provide a two-year contract with a total wage increase of 4½ cents, reduction of hours from 44 to 40 in September 1955 and improved fringe benefits.

*Fishing.* Last month an agreement was reached covering some 5,000 British Columbia coastal fishermen represented by the United Fishermen and Allied Workers' Union (indep.). The same union has now negotiated an agreement on behalf of the tendermen in the industry, following a strike of one week's duration in the early part of August. Tendermen transport the catch from the fishing boats to the canneries. Cannery workers, represented by the union, had failed to agree on terms for a new agreement and at the time of writing the taking of a strike vote was being considered. The dispute had been carried through conciliation.

*Non-Ferrous Metal Mining and Smelting.* A board of conciliation has under consideration matters in dispute between the International Union of Mine, Mill and Smelter Workers (indep.) and the International Nickel Company of Canada, Limited, at Sudbury and Port Colborne, Ont.

*Meat Packing.* Conciliation assistance has been requested in the contract negotiations between the United Packinghouse Workers of America (CIO-CCL) and the "Big Three" meat-packing companies, Canada Packers Limited, Swift Canadian Company Limited and Burns and Co., Limited. The union is seeking a wage increase and other benefits.

*Steel Products.* Contract negotiations continued between the Massey-Harris-Ferguson Company, Limited, and the United Automobile Workers (CIO-CCL) representing 6,000 plant employees at Toronto, Brantford and Woodstock, Ont. Union demands are reported to include a wage increase of ten cents, increased off-shift premiums and welfare benefits. A majority report of a board of conciliation, made public last month, turned down these union demands.

*Radio Broadcasting.* A contract dispute between the Canadian Broadcasting Corporation and the National Association of Broadcast Engineers and Technicians (CIO-CCL) has been referred to a board of conciliation. Wages and hours of work are reported to be in dispute.

### Standard Work Week in Canadian Manufacturing

Preliminary figures show that more than half the plant workers in Canadian manufacturing establishments surveyed by the Economics and Research Branch, Department of Labour, in April 1954, were on a standard work week of 40 hours or less. The strength of the trend towards the 40-hour week in Canadian manufacturing in the last five years is illustrated by the fact that only 25 per cent of the workers covered by the survey in 1949 were on a 40-hour week. By 1951, the proportion had risen to more than one-third and by April 1953 to 43 per cent. The current survey covered 6,600 establishments, employing more than 800,000 plant workers and almost 200,000 office workers.

Although 53 per cent of the plant workers in the April 1954 survey were on a work week of 40 hours or less, only 38 per cent of the establishments covered reported these hours. This indicates that the 40-hour week is more prevalent in larger than in smaller establishments. More than one-fifth of the establishments, in fact, reported a standard work week of 48 hours or more.

The trend towards the five day week in recent years has also been pronounced. In 1949, 61 per cent of the workers included in the survey were on a five day week; by April 1954, the proportion had risen to 83 per cent.

The following distribution of employees according to the standard weekly hours in their employing establishments in 1949, 1953 and 1954 gives an indication of the changes that have occurred in the past few years.

| Standard Weekly Hours | Percentage of Plant Employees Covered by Survey | | |
|---|---|---|---|
| | Oct. 1949 | April 1953 | April 1954 (Preliminary) |
| 40 and under | 25.1 | 43.3 | 52.8 |
| Over 40 and under 44 | 6.6 | 15.3 | 13.9 |
| 44 | 16.7 | 10.1 | 7.7 |
| 45 | 20.9 | 15.4 | 12.5 |
| Over 45 and under 48 | 3.8 | 2.0 | 1.7 |
| 48 | 20.0 | 9.6 | 7.2 |
| Over 48 | 6.9 | 4.3 | 4.2 |
| On 5-day week[1] | 61.0 | 78.5 | 82.6 |

[1]Includes a small number of employees in plants reporting alternating schedules of 5 and 5½ days per week.

The downward movement in the working hours of office employees in manufacturing has been less substantial. In April 1954, 56 per cent of the office workers covered were employed in establishments that reported a standard work week of 37½ hours or less; in 1949, the proportion was 46 per cent. Almost 90 per cent of the office workers, however, are now on a five day week, compared with 61 per cent in 1949. The following table gives the distribution of office workers by their standard weekly hours.

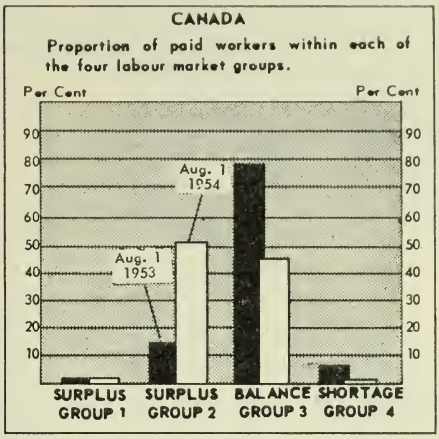
| Standard Weekly Hours | Percentage of Office Employees Covered by Survey | | |
|---|---|---|---|
| | Oct. 1949 | April 1953 | April 1954 (Preliminary) |
| Under 37½ | 16.8 | 19.4 | 21.0 |
| 37½ | 29.0 | 30.1 | 34.9 |
| Over 37½ and under 40 | 17.0 | 19.1 | 14.9 |
| 40 | 19.1 | 21.2 | 21.0 |
| Over 40 | 18.1 | 10.2 | 8.2 |
| On 5-day week[1] | 67.5 | 84.1 | 88.5 |

[1]Includes a small number of employees in establishments reporting alternating schedules of 5 and 5½ days per week.

For plant workers the movement towards the 40-hour week was more pronounced this year than in any previous survey year. The extent to which reductions in hours are affecting weekly pay cannot be determined from the survey. However, a recent examination of a sample of collective agreements showed that, for the most part, reduction in the standard work week was accompanied by an increase in wage rates at least sufficient to maintain weekly take-home pay (L.G., July 1954, p. 1010). Of 203 agreements examined, 43, covering 22,800 workers, provided for a reduction in hours. In most cases the reduction was from 42-44 hours per week to 40 hours per week.

# Manpower Situation in Local Areas

THE August survey of labour market areas reflected a gradual upturn in outdoor activity across the country. Altogether, labour demand and supply altered sufficiently in 23 areas during July to warrant reclassification. Of these, 21 reclassifications resulted from a reduction in unemployment.




As a result of this reclassification, areas in the substantial labour surplus category decreased from five at July 1 to one at August 1; areas in the moderate surplus category decreased from 62 to 51; areas with labour demand and supply in approximate balance increased from 41 to 55; and areas with a labour shortage increased from one to two. The supply of available labour however, was greater than last year in virtually all labour market areas.

Reports from most areas indicated that activity was increasing more slowly than during the two previous months. Apart from holiday replacements, recent labour requirements stemmed largely from seasonal upturns in non-manufacturing industries, with the result that improvement was more marked in agricultural and minor areas than in the more populated centres. There was, in fact, little change in industrialized areas. Labour surpluses still existed in six of the eleven metropolitan areas and in 21 of the country's 27 major industrial areas. At the same time last year, 27 metropolitan and major industrial areas were in balance and two were in the labour shortage category.

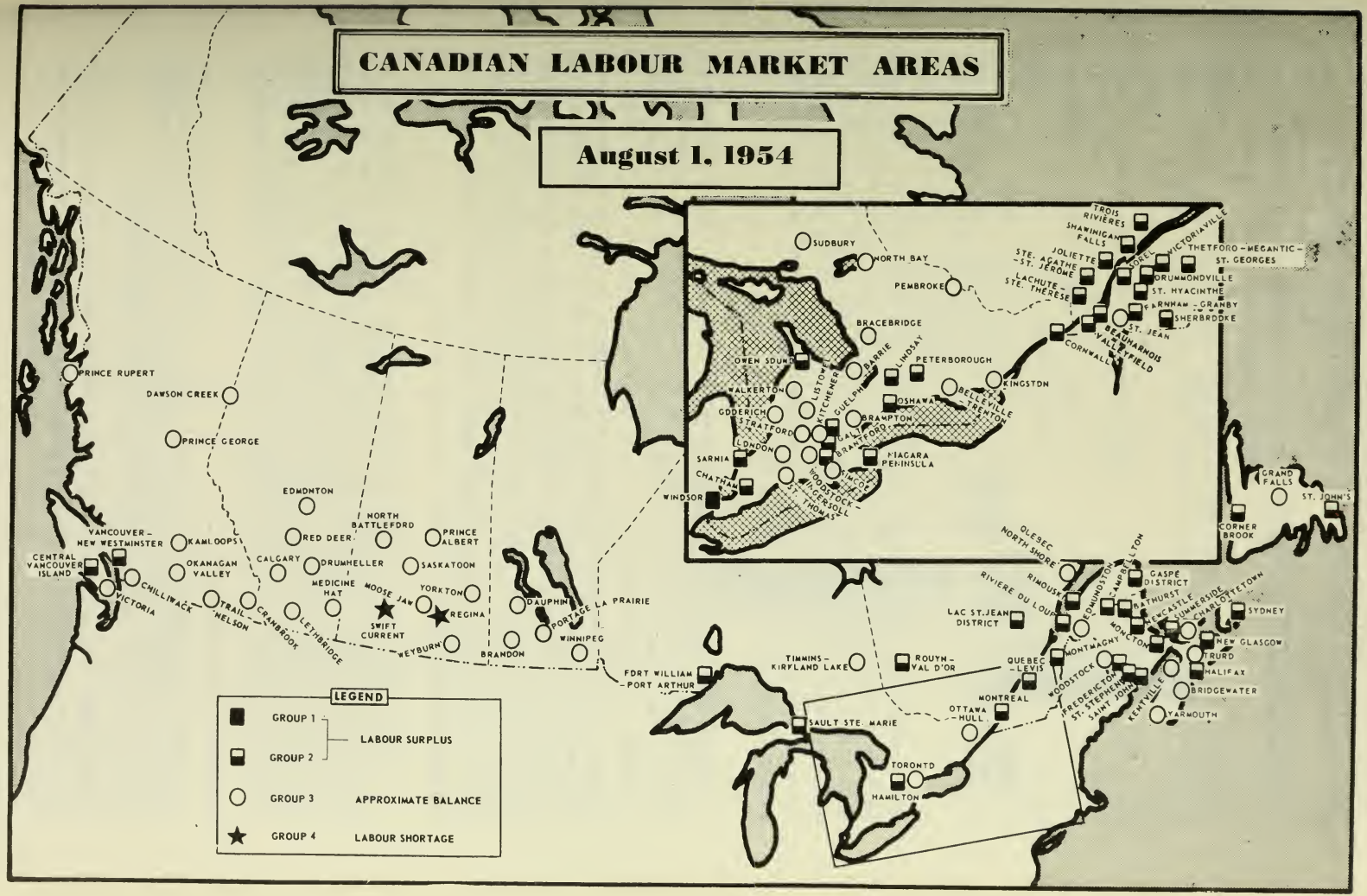
| Labour Market Areas | Labour Surplus * | | | | Approximate Balance * | | Labour Shortage * | |
|---|---|---|---|---|---|---|---|---|
| | 1 | | 2 | | 3 | | 4 | |
| | Aug. 1 1954 | Aug. 1 1953 | Aug. 1 1954 | Aug. 1 1953 | Aug. 1 1954 | Aug. 1 1953 | Aug. 1 1954 | Aug. 1 1953 |
| Metropolitan | 1 | 1 | 5 | 1 | 5 | 8 | – | 1 |
| Major Industrial | – | – | 21 | 7 | 6 | 19 | – | 1 |
| Major Agricultural | – | – | 3 | – | 10 | 10 | 1 | 4 |
| Minor | – | – | 22 | 9 | 34 | 46 | 1 | 2 |
| Total | 1 | 1 | 51 | 17 | 55 | 83 | 2 | 8 |

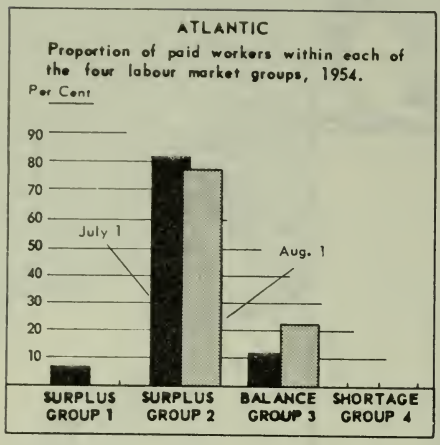
*See inside back cover, *Labour Gazette*.

# CLASSIFICATION OF LABOUR MARKET AREAS, August 1, 1954

| | LABOUR SURPLUS | | APPROXIMATE BALANCE | LABOUR SHORTAGE |
|---|---|---|---|---|
| | Group 1 | Group 2 | Group 3 | Group 4 |
| METROPOLITAN AREAS (labour force 75,000 or more) | Windsor | Hamilton<br>Montreal<br>Quebec – Levis<br>St. John's<br>Vancouver – New Westminster | →CALGARY<br>→EDMONTON<br>Ottawa – Hull<br>→TORONTO<br>Winnipeg | |
| MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity) | | Brantford<br>→CORNER BROOK<br>Cornwall<br>Farnham – Granby<br>Fort William – Port Arthur<br>Guelph<br>Halifax<br>Joliette<br>Lac St. Jean<br>Moncton<br>New Glasgow<br>Niagara Peninsula<br>→OSHAWA<br>Peterborough<br>Rouyn – Val d'Or<br>SARNIA ←<br>Saint John<br>Shawinigan Falls<br>Sherbrooke<br>Sydney<br>Trois Rivières | Kingston<br>→KITCHENER<br>London<br>Sudbury<br>Timmins – Kirkland Lake<br>Victoria | |
| MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture) | | Chatham<br>Rivière du Loup<br>Thetford – Megantic – St. Georges | Barrie<br>Brandon<br>→CHARLOTTETOWN<br>Lethbridge<br>Moose Jaw<br>North Battleford<br>Prince Albert<br>Red Deer<br>Saskatoon<br>Yorkton | →REGINA |
| MINOR AREAS (labour force 10,000 – 25,000) | | Bathurst<br>Beauharnois<br>Campbellton<br>Central Vancouver Island<br>Drummondville<br>→FREDERICTON<br>Galt<br>Gaspe<br>Lachute – Ste. Thérese<br>Lindsay<br>Montmagny<br>Newcastle<br>Owen Sound<br>Rimouski<br>Sault Ste. Marie<br>Sorel<br>Ste. Agathe – St. Jérôme<br>St. Hyacinthe<br>St. Stephen<br>Summerside<br>Valleyfield<br>Victoriaville | →BELLEVILLE – TRENTON<br>Bracebridge<br>Brampton<br>Bridgewater<br>Chilliwack<br>Cranbrook<br>Dauphin<br>Dawson Creek<br>Drumheller<br>Edmundston<br>Goderich<br>→GRAND FALLS<br>Kamloops<br>Kentville<br>Listowel<br>Medicine Hat<br>→NORTH BAY<br>→OKANAGAN VALLEY<br>Pembroke<br>Portage la Prairie<br>→PRINCE GEORGE<br>→PRINCE RUPERT<br>→QUEBEC NORTH SHORE<br>Simcoe<br>→ST. JEAN<br>Stratford<br>St. Thomas<br>→TRAIL – NELSON<br>Truro<br>Walkerton<br>WEYBURN ←<br>Woodstock – Ingersoll<br>→WOODSTOCK, N.B.<br>→YARMOUTH | →SWIFT CURRENT |

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.


CANADIAN LABOUR MARKET AREAS
August 1, 1954
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
EDMONTON
VANCOUVER - NEW WESTMINSTER
KAMLOOPS
CENTRAL VANCOUVER ISLAND
OKANAGAN VALLEY
CALGARY
RED DEER
NORTH BATTLEFORD
PRINCE ALBERT
DRUMHELLER
SASKATOON
MEDICINE HAT
MOOSE JAW
YORKTON
VICTORIA
CHILLIWACK
TRAIL - NELSON
CRANBROOK
LETHBRIDGE
SWIFT CURRENT
REGINA
WEYBURN
BRANDON
DAUPHIN
PORTAGE LA PRAIRIE
WINNIPEG
FORT WILLIAM - PORT ARTHUR
TIMMINS - KIRKLAND LAKE
ROUYN - VAL D'OR
SAULT STE. MARIE
OTTAWA - HULL
MONTREAL
QUEBEC - LEVIS
TORONTO
HAMILTON
SUDBURY
NORTH BAY
PEMBROKE
BRACEBRIDGE
OWEN SOUND
BARRIE
LINDSAY
PETERBOROUGH
KINGSTON
WALKERTON
GODERICH
STRATFORD
LONDON
SARNIA
CHATHAM
WINDSOR
KITCHENER
GUELPH
OSHAWA
BELLEVILLE - TRENTON
BRAMPTON
GALT - PRESTON - HESPELER
BRANTFORD
NIAGARA PENINSULA
WOODSTOCK - INGERSOLL - TILLSONBURG
ST. THOMAS
TROIS RIVIERES
SHAWINIGAN FALLS
VICTORIAVILLE
JOLIETTE
THETFORD - MEGANTIC - ST. GEORGES
STE. AGATHE - ST. JEROME
LACHUTE - STE. THERESE
DRUMMONDVILLE
ST. HYACINTHE
FARNHAM - GRANBY
SHERBROOKE
ST. JEAN
BEAUHARNOIS - VALLEYFIELD - CORNWALL
OLEBEC NORTH SHORE
RIVIERE DU LOUP
RIMOUSKI
EDMUNDSTON
CAMPBELLTON
GASPE DISTRICT
LAC ST. JEAN DISTRICT
BATHURST
NEWCASTLE
SUMMERSIDE
CHARLOTTETOWN
SYDNEY
MONCTON
NEW GLASGOW
TRURO
HALIFAX
WOODSTOCK
FREDERICTON
ST. STEPHEN - SAINT JOHN
KENTVILLE
BRIDGEWATER
YARMOUTH
GRAND FALLS
ST. JOHN'S
CORNER BROOK
LEGEND
GROUP 1
GROUP 2
LABOUR SURPLUS
GROUP 3
APPROXIMATE BALANCE
GROUP 4
LABOUR SHORTAGE




EMPLOYMENT continued to rise in the Atlantic region during July but the increase was smaller than in either of the previous two months. During the four weeks ending July 24, the number of persons with jobs rose by 15,000 to a total of 510,000. The number of persons at work, however, fell by 13,000 because of a sharp increase in the number of persons on vacation.

A prolonged spell of rainy weather slowed the upswing in outdoor activities during the month and resulted in intermittent unemployment in a large number of industries. Damage to the hay crop was severe in many areas but root crops generally were progressing favourably. Summer resorts, hotels and restaurants and trade establishments were less active than usual for the season because of the adverse weather. Construction labour requirements continued to increase, though not to the extent anticipated earlier in the year.

Employment continued to be lower in July this year than last in each of the four provinces of the region. Activity in the construction industry was markedly lower than a year ago; the sharpest decrease occurred in Newfoundland and was largely the result of the reduced volume of defence construction. Total manufacturing employment was substantially below that of the comparable period in 1953, though mixed trends were apparent within the region. On the one hand, saw and planing mills and iron and steel plants were operating below last year's levels, while on the other, the food and beverage industry, transportation equipment manufacturing and pulp and paper mills recorded year-to-year increases in employment.

Two labour market areas were reclassified from the substantial to the moderate surplus category and four from the moderate to the balanced category during the month. With these changes, eight of the 21 areas in the region were in balance and 13 were in moderate surplus at the beginning of August. A year earlier, 16 areas were in balance, four in the moderate surplus category, and one in the labour shortage category.

### Local Area Developments

**St. John's** (metropolitan). Remained in Group 2. Labour surplus was reduced as a result of increasing activity in the construction and fishing industries but not sufficiently to result in a reclassification.

**Corner Brook** (major industrial). From Group 1 to Group 2. Unemployment was reduced considerably following increased hirings in the construction industry.

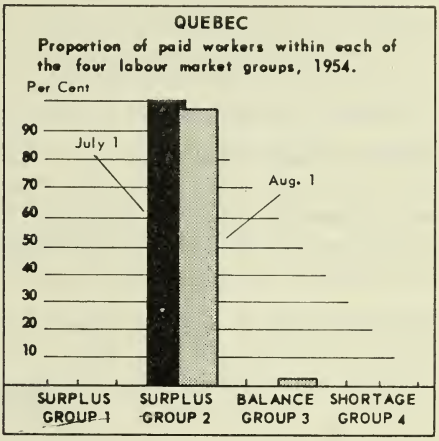
**Charlottetown** (major agricultural). From Group 2 to Group 3. Harvesting of the strawberry crop provided temporary employment for about 100 workers during the month.

**Fredericton** (minor). Group 1 to Group 2. Labour requirements increased for pulp cutters and construction workers.

**Grand Falls, Woodstock** and **Yarmouth** (minor). From Group 2 to Group 3. The pick-up stemmed from the usual seasonal increases in labour demand.

## QUEBEC

EMPLOYMENT followed the usual seasonal pattern during July as the construction, fruit and vegetable processing and tourist industries continued to expand. Further non-seasonal lay-offs, however, occurred in the aircraft industry and, since high school students were entering the labour market, the available supply of labour showed a slight increase. At July 24, persons at work (1,331,000) and on vacation (145,000) together totalled some 32,000 more than a month earlier. The total figure, however, was 32,000 lower than that reported a year ago.




Although industrial activity this year has responded to the usual seasonal influences, it has not expanded as much as usual in all industries. The greatest strength in the region as a whole was in construction, which was bolstered by large housing projects in Montreal and Quebec City. Weaknesses have shown up in logging, where summer cutting has been slight, and in the tourist trade, which has been affected by cool weather. Fishing in the Gaspé peninsula this year has been affected by the scarcity of good bait.

Two areas were reclassified from the moderate surplus to the balanced labour market category during the month; the 22 other areas remained in the moderate surplus category. Unemployment increased in seven of these during the month but declined in the other 15, several nearing a balanced labour market by the end of the month. Most of the areas were in balance at the end of July 1953.

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 2. Unemployment showed a slight non-seasonal rise. Lay-offs occurred in the aircraft and heavy equipment industries at the same time as high school students entered the labour market. Labour requirements in construction were increasing but registrations for employment in this trade were inflated by workers released from less active industries.

**Quebec-Levis** (metropolitan). Remained in Group 2. Labour market approached a balanced demand and supply situation during July. Construction was active with year-to-year increases continuing in value of building permits issued. Employment in shoe factories rose during July as production began on fall orders. Weakest spot was in cotton textiles and shipbuilding.

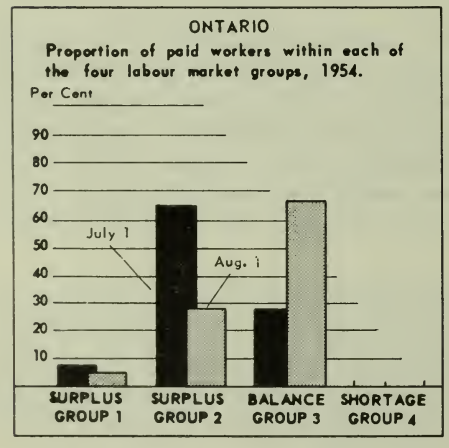
**Lac St. Jean** (major industrial). Remained in Group 2 as construction failed to show its usual buoyancy during July. Carpenters and labourers were leaving the district for Bersimis and metropolitan centres. Greatest activity in the area was at Chibougamau, where prospecting, mining, housing and public utility construction were expanding.

**Rouyn-Val d'Or** (major industrial). Remained in Group 2. Unemployment dropped sharply in July although not enough to reclassify the area. Mining was the stabilizing employment factor. Unemployment among construction workers was reduced by workers moving out of the area but local construction projects employed fewer men than usual.

**Quebec North Shore** (minor). From Group 2 to Group 3. Four-pronged Bersimis project providing dam, tunnel, generating plant and townsite was the scene of considerable hiring. Permanent housing project at Sept Iles is under construction. Employment declined at the main summer hotel at La Malbaie because of prolonged cool weather.

**St. Jean** (minor). From Group 2 to Group 3.

## ONTARIO




DURING July the Ontario labour market was fairly stable, although vacation closures of many plants at the end of the month swelled the number of people away from their jobs. At July 24, persons at work totaled 1,752,000, down 155,000 from the previous month and 76,000 from the previous year. However, 196,000 persons were on vacation, compared with 13,000 a month earlier and 91,000 a year earlier, so that the total number with jobs at July 24 was 1,972,000, compared with 1,950,000 a month earlier and and 1,946,000 in July 1953.

Total employment changed very little during July since continuing seasonal increases in construction, agriculture, and food processing were offset by declines in some manufacturing industries. Haying was completed in most areas and grain harvesting began, the supply of farm workers being adequate. Rapid expansion in the construction industry during the past few months has nearly exhausted the supply of good skilled tradesmen in some areas but to date requirements have been met. The tourist resort industry has been slow because of cool weather.

Activity in manufacturing decreased during the month. Reduced employment in the automobile industry was reflected in the auto parts and rubber industries and further reductions also occurred in textiles and farm machinery. Moreover, many industrial plants in the region closed for vacations at the end of July.

Only six areas changed category during the month; four moved from the moderate surplus to the balanced category, one from the substantial to the moderate surplus category, and one from the balanced to the moderate surplus category. At the end of the month of the 34 areas in the region, 20 were in the balanced labour market category, 13 in the moderate and one in the substantial surplus category, compared with one in shortage, 31 in balance, one in the substantial and one in the moderate surplus category a year ago.

**Local Area Developments**

**Hamilton** (metropolitan). Remained in Group 2 despite continuing increase in construction activity. Short time and lay-offs continued in the electrical apparatus, steel, farm machinery, automobile and textile manufacturing industries.

**Ottawa-Hull** (metropolitan). Remained in Group 3. Labour demand was still being met but the current construction boom exhausted the supply of skilled construction tradesmen.

**Toronto** (metropolitan). From Group 2 to Group 3. Demand in the manufacturing industries remained slack as short time continued in some industries and others closed for vacation; a slight increase in construction activity brought the area into balance.

**Windsor** (metropolitan). Remained in Group 1 as further lay-offs in the automobile industry increased the available supply of workers.

**Kitchener** (major industrial). From Group 2 to Group 3. There was a spurt in construction in the area during June and early July as well as some pick-up in electrical apparatus and food processing industries. Holiday closures at the end of July and early August were again swelling the labour supply.

**Oshawa** (major industrial). From Group 1 to Group 2. Construction activity increased. Further lay-offs occurred in the automobile industry.

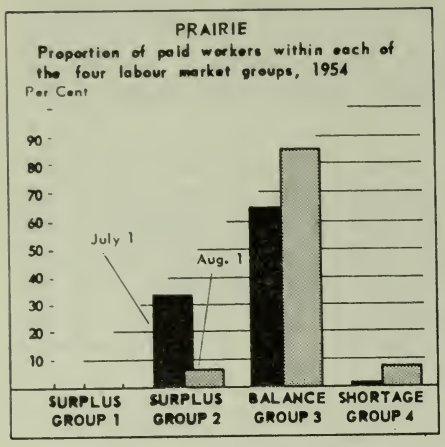
**Sarnia** (major industrial). From Group 3 to Group 2. Large foundry manufacturing auto parts closed for installation of new machinery and will not begin operations again until some time in September.

**Belleville-Trenton** and **North Bay** (minor). From Group 2 to Group 3.

## PRAIRIE

EMPLOYMENT in the Prairie region showed a further seasonal increase during July, almost entirely in the agricultural sector. Counting vacationists, the number of persons at work either full or part time increased by almost 40,000 to 978,000 in the week of July 24. This was about the same number as the estimate for the same date last year.

Employment trends continued to show considerable variation between industries, most of the year-to-year gains being in food, service and




trade. Grain traffic from the first of the year has been only about three-fifths of last year's total and this has resulted in a year-to-year decrease of more than 5,000 in the number employed by the railways. In addition, the drop in farm income has been reflected in a noticeable decrease in the volume of retail trade, although no corresponding employment decline has occurred in retail or wholesale trade.

During the month two areas previously in the moderate labour surplus category and one previously in the shortage category moved into balance, while two areas moved into the shortage category. At the beginning of August the 20 areas of the region were classified as follows: one in the moderate surplus category, 17 in balance and two in the labour shortage category. At August 1, 1953, 14 areas were in balance and six in the labour shortage category.

### Local Area Developments

**Calgary** (metropolitan). From Group 2 to Group 3. A month of settled weather resulted in an upturn in construction and other outdoor activities. Employment was three per cent higher than last year. Most labour requirements (exceptions – domestic service workers and stenographers) were met through a continued inflow of workers.

**Edmonton** (metropolitan). From Group 2 to Group 3. Increased building activity, particularly road and pipeline construction, accounted for most of the decrease in the available labour supply. The influx of workers into this area has been heavy, although the demand for labour was generally below last year's levels. The area was in the shortage category at the beginning of August last year.

**Winnipeg** (metropolitan). Remained in Group 3. Little change in over-all demand-supply. Iron and steel firms resumed full-time operations after a prolonged slack period.

**Regina** (major agricultural). Group 3 to Group 4. Additional demands of a heavy construction program created shortages of painters, plumbers and plasterers. Female workers in virtually all sales and service occupations were in short supply.

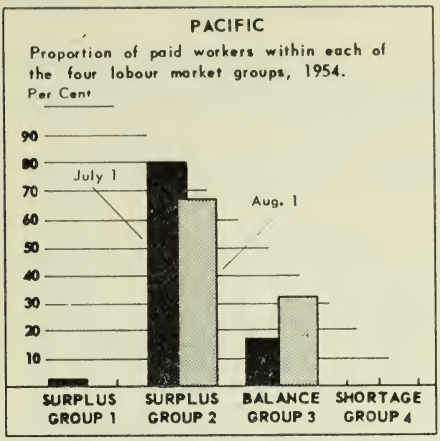
**Swift Current** (minor). From Group 3 to Group 4. Skilled and unskilled workers were required for the construction of the Fosterton-Regina pipeline. Street, highway and commercial construction increased substantially during July. Bricklayers and carpenters were in short supply.

**Weyburn** (minor). From Group 4 to Group 3. The shortage of construction workers eased during the month, although bricklayers were still in demand.

## PACIFIC

A MODERATE general improvement in the employment situation occurred in the Pacific region during July, as activity increased in agriculture,

logging and sawmilling, manufacturing, transportation and public utilities. As a result, there was an increased demand for labour in most occupations. During the month ending July 24 the number of persons at work remained unchanged at 410,000. However, when persons on vacation are included, there was an increase from 413,000 to 428,000, the latter figure being nearly two per cent below the one for July 1953.




The tempo of operations in logging and sawmilling continued to increase in July as these industries gradually approached peak production. Exceptionally favourable weather this year enabled the logging industry to operate without the usual closure because of fire hazard. The current strong demand for logs is expected to continue because of the requirements of the sawmills, most of which are working at capacity to fill increased domestic and foreign orders. The strike in the lumber industry in the northwestern United States has been an important factor in stimulating lumber sales in British Columbia; the United Kingdom lumber market is also strong. In manufacturing, a decided improvement occurred throughout the region, particularly in those firms supplying goods and services to the logging and lumber industries. In construction, activity increased somewhat but gains registered were partially offset by the release of workers from projects nearing completion, notably the hydro project at Kitimat.

The increased labour demand in all areas in the region resulted in the reclassification of three areas from the moderate surplus to the balanced labour market category, and one area – Prince George, where the improvement was particularly marked – from the substantial labour surplus to the balanced category. At the beginning of August, eight of the ten areas in the Pacific region had a balanced labour market and two were still in the moderate surplus category. At the corresponding date in 1953, all the labour markets were in the same classifications as this year but the level of employment was slightly higher in 1953 in all areas except Central Vancouver Island.

**Local Area Developments**

**Vancouver-New Westminster** (metropolitan). Remained in Group 2, with only a minor increase in labour demand. This increase was evident in most industries, notably logging, sawmilling, construction and several manufacturing industries.

**Okanagan Valley, Trail-Nelson** and **Prince Rupert** (minor). From Group 2 to Group 3. Activity increased in logging and sawmilling, and temporary hirings occurred in base metal mining.

**Prince George** (minor). Group 1 to Group 3. The increase in labour demand during July was the greatest of any area in the region. Logging and sawmilling, stimulated by better markets and improved weather conditions, attained peak production. This aided business generally and by the end of July all industries were in full operation.

# Current Labour Statistics

(Latest available statistics as of August 10, 1954.)

| Principal Items | Date | Amount | Percentage Change From | |
|---|---|---|---|---|
| | | | Previous Month | Previous Year |
| *Manpower* | | | | |
| Total civilian labour force (a) | July 24 | 5,556,000 | + 1.7 | + 0.7 |
| Persons at work 35 hours or more | July 24 | 4,584,000 | – 5.0 | – 4.6 |
| Persons at work less than 35 hours | July 24 | 307,000 | – 11.0 | + 11.6 |
| Usually work 35 hours or more | July 24 | 118,000 | – 13.2 | + 29.7 |
| On short time | July 24 | 34,000 | – 22.7 | + 47.8 |
| Usually work less than 35 hours | July 24 | 189,000 | – 9.6 | + 2.7 |
| Persons with jobs not at work | July 24 | 493,000 | +365.1 | + 43.7 |
| Usually work 35 hours or more | July 24 | 476,000 | +362.1 | + 43.4 |
| Usually work less than 35 hours | July 24 | 17,000 | – | + 54.5 |
| Persons without jobs & seeking work | July 24 | 172,000 | – 7.0 | + 91.1 |
| Persons not in the labour force | July 24 | 4,698,000 | – 1.7 | + 3.9 |
| Registered for work, NES (b) | | | | |
| Atlantic | July 22 | 28,867 | – 13.2 | + 29.5 |
| Quebec | July 22 | 83,750 | – 6.9 | + 47.4 |
| Ontario | July 22 | 93,351 | – 2.0 | +102.3 |
| Prairie | July 22 | 30,151 | – 14.2 | + 56.7 |
| Pacific | July 22 | 27,395 | – 10.3 | + 28.0 |
| Total, all regions | July 22 | 263,514 | – 7.2 | + 58.9 |
| Ordinary claims for Unemployment Insurance benefit | July 1 | 199,531 | – 19.5 | + 66.5 |
| Amount of benefit payments | June | $15,702,229 | – 24.2 | + 86.8 |
| Index of employment (1949 = 100) | June 1 | 108.9 | + 2.5 | – 3.1 |
| Immigration | June 1 | 17,810 | – 22.8 | + 9.5 (c) |
| *Industrial Relations* | | | | |
| Strikes and lockouts – days lost | July | 54,111 | – | + 47.4 (c) |
| No. of workers involved | July | 6,607 | – | + 23.0 (c) |
| No. of strikes | July | 29 | – | + 6.9 (c) |
| *Earnings and Income* | | | | |
| Average weekly wages and salaries | June 1 | $58.43 | – 1.2 | + 1.2 |
| Average hourly earnings (mfg.) | June 1 | $ 1.42 | + 0.4 | + 4.7 |
| Average hours worked per week (mfg.) | June 1 | 39.9 | – 1.7 | – 4.3 |
| Average weekly earnings (mfg.) | June 1 | $56.78 | – 1.4 | + 0.2 |
| Consumer price index (av. 1949 = 100) | July 1 | 116.2 | + 0.1 | + 0.7 |
| Real weekly earnings (mfg. av. 1949 = 100) | June 1 | 117.2 | – 1.9 | – 0.9 |
| Total labour income $000,000 | May | 975 | + 2.2 | + 0.9 |
| *Industrial Production* | | | | |
| Total (average 1935 – 39 = 100) | May | 246.0 | + 1.5 | – 3.5 |
| Manufacturing | May | 255.0 | + 0.6 | – 6.2 |
| Durables | May | 300.4 | – 2.4 | – 10.8 |
| Non-Durables | May | 225.9 | + 3.3 | – 1.9 |

(a), (b): See inside back cover, *Labour Gazette.*

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Notes of Current Interest

## *First Tenders Called on Seaway Power Project*

First tenders on the St. Lawrence power project have been called, it was announced last month by Robert Saunders, Chairman of the Ontario Hydro Electric Power Commission.

Bids were called for a large office building in the Cornwall area and for a stretch of highway west of the city for re-routing traffic from Ontario Provincial Highway No. 2. Both these bids closed at the end of July and construction schedules call for completion of the road this year.

### For Coffer Dams

Tenders for two coffer dams to be located near Barnhart Island have been called and work was expected to begin on them earlier this month. Work on coffer damming will be required preparatory to the start of powerhouse construction.

Mr. Saunders said tenders on the seaway portion of the project must wait completion of talks between Canada and the United States.

Many persons have been seeking work in the St. Lawrence seaway area even though it has been announced there is little prospect of any large-scale employment there in the immediate future (L.G., July, p. 945).

Doubts that the St. Lawrence Seaway propect will create large-scale employment have been expressed by Percy R. Bengough, President of the Trades and Labour Congress of Canada. Speaking at a meeting of the Ottawa and District Trades and Labour Council last month, he warned that mechanical devices may mean that few men will be required for work on the project.

"If we are not careful," he said, "dredges and other apparatus will be taking the place of hundreds of men." He cited the case of the Strait of Canso Causeway, where "only 150 men were employed".

## *H. C. Banks Wins Appeal Against Deportation*

Harold C. Banks, Canadian Director of the Seafarers' International Union (AFL-TLC), has won an appeal against a deportation order issued by the Department of Citizenship and Immigration, and he is consequently permitted to remain in Canada.

### Questioned in Commons

Mr. Bank's right to live in Canada had been questioned in the House of Commons on the ground that he has a court record in the United States, acquired before he came to this country in January 1949 under a permanent residence permit. The labour official was invited here at that time to organize workers in the Great Lakes shipping industry. In this he succeeded and in the process drove out the Canadian Seamen's Union, alleged to have been Communist-dominated.

In February last year Mr. Banks attended a meeting of the Inland Transport Committee of the International Labour Organization in Geneva as the official Canadian worker delegate. He had been nominated by the Trades and Labour Congress of Canada and appointed by the Department of Labour.

It was shortly after this that his right of residence was reviewed by an immigration board of inquiry. As a result of its findings, the deportation order was issued.

On Mr. Bank's appeal, this order has been reversed by the Minister of Citizenship and Immigration, and the possibility of Canadian citizenship is now open to him.

## *Boilermakers' New Chief Is Canadian-Born*

William A. Calvin, who on July 1 took over the office of President of the International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers (AFL-TLC), was born in Canada and served in the Canadian Army during the First World War.

The man he was elected to succeed, Charles J. MacGowan, who retired effective July 1 (L.G., July, p. 949), also has Canadian connections; he came to Canada from his native Scotland when 10 years old and grew up in Edmonton.

Mr. Calvin, wounded overseas during the First World War, decided on his return to Canada to settle in Florida to regain his health and there joined the union of which he is now President.



93709—2

## *Walter E. Duffett Named To Head Research Branch*



Walter E. Duffett, Assistant Chief, Research Department of the Bank of Canada, has been selected for the position of Director, Economics and Research Branch, Department of Labour. He succeeds George V. Haythorne, now Assistant Deputy Minister of Labour.

Born in Galt, Ont., Mr. Duffett attended Toronto University, graduating in 1933 with the degree of Bachelor of Commerce. He continued his studies at the London School of Economics, where he obtained a Master of Science degree in Economics in 1935.

### In Ottawa Since 1952

Mr. Duffett was employed in the Investment Department of the Sun Life Insurance Company in Montreal for seven years prior to joining the Research Department of the Wartime Prices and Trade Board in Ottawa, in 1942. He received his first appointment to the Bank of Canada in 1944 in the Research Department, where he advanced to his present rank. For the past several years he has been a Sessional Lecturer at Carleton College, Ottawa.

As Director of the Economics and Research Branch, Mr. Duffett will be responsible for the development and direction of economic and social surveys, analysis and research on labour-management relations, manpower, employment and related matters. He assumed his new post this month.

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## *Average Weekly Wages Reach All-Time High*

Employment in Canada's major industrial divisions registered an increase in May while average weekly wages and salaries rose to an all-time high, according to figures released last month by the Dominion Bureau of Statistics.

The advance index of employment, on the 1949 base, was 106·2, which is 0·6 per cent higher than at April 1 but 4·2 per cent below last year's peak of 110·9 at May 1. The weekly payrolls index of 146·7 was 0·7 per cent above the April figure but one per cent below a year ago. Weekly wages and salaries averaged $59.12 as compared with $59.06 in April and $57.52 in May of 1953.

At the same time, the Bureau's figures show that average hourly earnings in manufacturing rose to a new peak of 141·9 cents at May 1 as compared with 141·0 on April 1. The average working week declined by 0·3 hours to 40·6 and resulted in a decline in the average weekly wage for the manufacturing industries from $57.67 to $57.61.

Labour income for the month of April totalled $954,000,000, being an increase over the figure for the previous month—$943,000,000—and for April of 1953—$946,000,000. The cumulative total for the January-April period was $3,792,000,000, 1·5 per cent above last year's $3,727,000,000.

### Higher Investment

The Department of Trade and Commerce has reported, in its mid-year review of private and public investment, that its survey of 1954 capital expenditure intentions has re-affirmed the increased capital expenditure program which had been anticipated at the beginning of the year. The 1954 total is now estimated at $5,826 million compared with the $5,838 million estimated earlier. The total program is higher than last year by three per cent and is made up of a six per cent increase in construction expenditure and a decline of three per cent in machinery and equipment purchases. The Department's survey points out that while the over-all totals

are about the same as in earlier estimates, there have been increases and decreases in the individual investment sectors.

Organized labour continued to register concern over the employment situation with Mr. A. R. Mosher, President of the Canadian Congress of Labour, stating on July 8 that "unemployment figures show that more-than-seasonal unemployment exists in all regions". Mr. Mosher noted that seasonal gains in employment were "far smaller" than last year and added that although "the federal Government held out rosy hopes that the unemployment problem would vanish with the arrival of spring, every region and every single place in the list is worse than last year".

He repeated recommendations for "an expanded public works program, increased aid to underdeveloped countries, and improvements" in unemployment insurance.

## *Hat Union Arranges Loan To Keep Firm Operating*

Arrangements were completed last month for a loan from a union to a millinery manufacturer to enable the company to keep operating and preserve the jobs of its 1,050 employees, members of the union.

According to an article by A. H. Raskin in the *New York Times,* the United Hatters, Cap and Millinery Workers International Union (AFL) will lend $250,000 to the Kartiganer Hat Corporation, one of the oldest millinery manufacturers in the United States.

A sharp drop in hat sales last spring, coupled with heavy investments in new productive facilities, had left the company in acute financial difficulties, writes Mr. Raskin. Without the union's help the company would have been obliged to shut down two of its three plants and discharge 700 of its workers.

The two plants are more than a century old and many of the present workers are the great-grandfathers of hatmakers who worked in these same factories.

### Investment by Workers

Under the plan worked out between the union and the president of the company, the union will advance $50,000 from its international treasury. The remaining $200,000 will be supplied by the workers themselves as an investment in the security of their jobs. Each worker will lend $200 of his personal funds. Those who do not have that much cash will obtain loans from local banks under an arrangement made by the union locals in the three plant towns. These loans will be repaid out of future wages.

The union set up two requirements as conditions for its loan. The first was that there be no cuts in wages or established working conditions.

The second was that a union accountant be posted in the company offices to keep watch on the safety of the union investment and prevent a destructive competition for unionized manufacturers in New York and other unionized millinery centres.

## *Immigration Continues To Exceed 1953 Figures*

The number of immigrants entering Canada during the first five months of 1954 exceeded by 13 per cent the number for the same period in 1953, according to figures recently released by the Department of Citizenship and Immigration. Up to May 31, 67,955 arrivals were reported while 59,960 were recorded for the corresponding period last year.

Immigration from areas other than the United Kingdom, the United States and northern Europe showed the largest increase, 18,563 immigrants arriving as compared with 12,895 in 1953. This represents a gain of 44 per cent. According to ethnic groups, the largest number of new Canadians came from England (11,647), Italy (10,839), Germany (10,797), and Holland (8,646). During the first five months of 1953, 11,507 immigrants came from England, 11,061 from Germany, 8,707 from Holland and 6,193 from Italy.

### U.K. Immigration Up

Immigration from the United Kingdom showed an increase of 10 per cent in 1954 when compared with the same period in the year previous; that from the United States, a decline of eight per cent and that from northern Europe, an increase of three per cent. Over-all immigration increased by 13 per cent in 1954 when the two five-month immigration increased by 13 per cent in 1954 when the two five-month periods are compared.

In May this year, immigration was up 10 per cent over May 1953, the figures being 23,078 and 20,905 respectively. As in the five-month period, arrivals from areas other than the United Kingdom, the United States and northern Europe showed the largest increase, totalling 5,344 compared with 4,605 in May 1953. This represents an increase of 16 per cent.

The largest ethnic groups coming to Canada during May this year were German (4,942), English (4,226), Italian (2,877) and Dutch (2,433).



93709—2½

## *U.S. Employment Picture Continues to Improve*

Employment in the United States rose by 989,000 in the period from May to June while a negligible increase in unemployment—42,000—was registered for the same period.

During the first week of June, 62,098,000 persons were employed, compared with 61,119,000 a month earlier. At the same time, the unemployed total was estimated at 3,347,000, compared with the May total of 3,305,000.

Initial claims for unemployment insurance benefits dropped during the week ended June 25 to 265,000, the lowest level for any week since October 1953 and 5 per cent less than May.

The American Federation of Labor and the Congress of Industrial Organizations have both criticized the Government's unemployment figures, the AFL charging that they understate the facts and the CIO complaining that they do not indicate that the decline in the number of those drawing unemployment insurance "is attributable in major part to the exhaustion of workers' benefit rights".

CIO President Walter Reuther last month renewed a request for a conference on unemployment and a former government official has called for a reduction in taxes in order to increase consumer purchasing power. Government spokesmen, however, believe the increase in unemployment has been halted.

But the National Planning Association has warned that unemployment in the United States will probably double next year and has advocated a production increase at the annual rate of $25,000,000,000 during the next 12 months to reach a level necessary to provide full employment (see below).

The rise in unemployment was significantly small because seasonal factors usually increase the total 10 to 11 per cent in June as students and graduates enter the labour market. A 10-per-cent increase in unemployment would have meant a rise of 334,700 in the number of jobless.

According to a joint release by the U.S. Departments of Labor and Commerce, June witnessed a further decrease in the number of unemployed adult males. During the same month, the number of workers unemployed for a relatively long period (those without jobs for 15 weeks or more) declined by about 250,000 to an estimated 850,000.

The number of workers on non-farm payrolls, which excludes the self-employed, domestics, and unpaid workers in family enterprises, rose by 142,000 to 48,100,000 in June while factory employment remained unchanged at 15,800,000.

According to Labor Secretary James P. Mitchell, the increase in factory unemployment was halted in June. The first signs of a levelling-off occurred in May, when unemployment in the manufacturing industries rose by less than 200,000. Secretary of Commerce Sinclair Weeks declared recently that, on the basis of reports received from his 200-member Business Advisory Council, the inventory recession had run its course and the economy was ready to turn up once again.

Government statistics on the unemployment situation were criticized by CIO President Walter Reuther, who charged that figures showing a decline in the number of workers drawing unemployment benefits fail "to note that decline is attributable in major part to the exhaustion of workers' benefit rights". Mr. Reuther noted that during the first five months of 1954, the number of workers exhausting their benefit rights under all state laws totalled 658,000.

In a letter addressed recently to President Eisenhower, the CIO President stated that "there is nothing to indicate a general pick-up in economic activity" and added that the President's economic advisers had been guilty of "shoddy economic analysis".

In the same letter, Mr. Reuther urged again that the President summon a mass conference to deal with the employment situation. The CIO President originally requested such a conference two months ago and had asked that it include representatives of industry, labour, agriculture, consumers and the Government as a means of "keeping America at work".

The AFL's charge that the Government understates the facts about unemployment in its official figures was made by Boris Skiskin, AFL Director of Research, at a hearing of the Sub-committee on Economic Statistics of the Joint Committee on the Economic Report. He said the definition of employment and unemployment used by the Bureau of the Census in its monthly report on the labour force should be revised so that "all persons without work during the survey week for economic reasons are classified as unemployed".

The Bureau's report, Mr. Skiskin said, "treats individuals in the 'with a job but not at work' category as employed even when many are actually unemployed".

In a report released July 5, the CIO called for new wage increases as a means of stimulating the economy and noted that the income of wage and salary earners in

the United States was declining by more than $1,000,000,000 a month. The labour body's report cited the Commerce Department's figures to indicate that this type of income had declined from $202,000,000,000 last August to $193,000,000,000 in April.

The report warned that "unless wage and salary workers share equitably in the growing product of the economy, the present distortion between producing and consuming ability will widen, and the recession will deepen". The report said wage increases and income tax reductions offered "the quickest and most direct way of lifting consumer spending".

This plea was supported, in part, by an erstwhile government official, Marriner S. Eccles, former chairman of the United States Federal Reserve System, who last month called for reduction of taxes to increase consumer purchasing power.

Addressing the 40th annual International Consumers Credit Conference in San Francisco, the former Federal Reserve System chairman also said the federal budget could be balanced through full employment and production and a growth in private credit.

Among the encouraging signs noted in the economy were the following:—

The F. W. Dodge Corporation, which gathers statistics on the building industry, reported that construction contracts west of the Rockies may have set records for the month of July.

Department stores sales for the four weeks ending July 3 showed an increase of five per cent over the same period a year ago.

The Commerce Department reported that business inventories as of May 31 were below the levels of a year ago for the first time since the Korean War.

The Bureau of Labor Statistics reported that new construction expenditures rose seasonably in June to $3·3 billion, bringing the 1954 first-half total to a record $16·6 billion, slightly more than during the corresponding period in 1953. Private spending for residential building, offices, stores, and other kinds of commercial buildings; churches, schools, and electric light and power facilities has been at a peak this year, the Bureau said.

Prof. Sumner H. Slichter, prominent Harvard University economist, has stated that the most significant trend in the present economic situation has been the steadiness of spending on plant and equipment by business enterprises.

Writing in the *New York Times* magazine, he contended that growing expenditures by state and local governments, the "well-sustained" outlays on plant and equipment and housing and the growing purchases of services will continue to support the economy. The Harvard economist feels that if, as is expected, the forces that have been making for business contraction become weaker and the influences that have been sustaining the demand for goods and services hold their own, then the "danger of a severe recession will be pretty much behind us".

## *U.S. Study Group Urges Big Production Increase*

An increase in the production of goods and services in the United States at an annual rate of about $25,000,000,000 over the next 12 months has been advocated by the National Planning Association as a means of preventing economic activity from falling below the growing potential of production. The Association, founded in 1934, is a private non-profit, non-partisan body whose membership includes leaders in agriculture, business, labour and the professions.

The Association, whose report on economic activity was released July 4, expressed the conviction that it was in the national interest of the United States to achieve such a production increase. The report stated that "involuntary total or partial idleness on the part of a substantial number of workers and underutilization of productive capacity would be undesirable in any circumstances; they are inexcusable in a perilous world situation in which the most effective use of manpower and capacities concerns not only the comfort but also the security and possibly the survival of the nation".

The report attributed the recent economic recession to the failure of private demand to rise in accord with the increase in productive capacity at a time when government and investment demand was levelling off. In order to compensate for the decline in private demand, the Association urged that adjustments in taxation, prices, consumer and business attitudes be made. In this respect, the report referred to a variety of possibilities including more adequate military and civilian security, modernized plant and equipment, improved schools, hospitals, and roads, a rising standard of living, and foreign aid.

The Association estimated that a year from now a gap of about $25 billion would exist between the realized output of goods and services and the full employment level.

## *Employment in Britain At Peacetime High*

The number of persons employed in Great Britain during May was the highest ever recorded in peacetime, while incomplete statistics for June indicate even higher employment levels for that month.

The Ministry of Labour and National service reported that between May 10 and June 14 the number of unemployed decreased by 49,900.

At the end of May the number of employed was 22,427,000, the Ministry reported. During the month the total rose by 85,000, of whom 34,000 were men. Increases in employment were registered in a wide range of industries.

## *U.N. Committee Approves Full Employment Proposal*

The Economic Committee of the U.N. Economic and Social Council last month approved a resolution on full employment which it recommends for action by the full council.

The resolution in its operative part would have the Council:—

1. Invite the International Labour Organization to continue its important work in the field of employment problems with due regard to the need for providing the Council with comments and suggestions on the problems of particular concern to the Council as indicated by the records of its debates;

2. Commend to the attention of member states the two documents surveying member countries' experience in dealing with inflationary tendencies at high levels of economic activity;

3. Recommend that member states follow closely changes in economic trends and be prepared at any time to take without delay such action as they may deem necessary to maintain high and expanding levels of production and employment in their territories in the face of reductions in demand on particular sectors of their economies, including such reductions as may result from a levelling-off or reduction in government expenditures on defence;

4. Recommend that in considering such action member states, especially the more developed countries, give due regard to the importance of avoiding any adverse effects upon the levels of employment, stability and economic development of other member states, including the underdeveloped countries;

5. Recommend that in considering such action member states bear in mind also the importance of employing measures which will contribute to the maintenance of international economic stability, to the economic progress of member states generally, and to the economic development of the underdeveloped countries, the acceleration of which is of major importance for the attainment of high levels of production, employment and world trade;

6. Recommend that national and international efforts should be intensified to reduce instability in the prices of primary commodities and to facilitate the flow of capital to underdeveloped countries.

### Reject Soviet Draft

The resolution, which was submitted jointly by the delegations of Argentina, Belgium, Cuba, Ecuador, Egypt, France, Norway, Pakistan, United Kingdom, United States, Venezuela and Yugoslavia, was approved by a vote of 16 to none with two abstentions. The vote followed a rejection by the committee of a USSR draft resolution on the same subject by a vote of 14 to two, with two abstentions.

## *No-Raiding Pact Meets First Tests Successfully*

The no-raiding agreement between the American Federation of Labour and the Congress of Industrial Organizations, which was signed June 9 (L.G., June, p. 772), has met its first two tests and, according to *Business Week,* has proved to work successfully. At present, 68 of the 111 AFL unions and 29 of the CIO's 33 have signed the agreement.

In the first case, the United Railroad Workers (CIO) had petitioned the National (Railway) Mediation Board to represent Santa Fe maintenance of way employees. This petition was withdrawn by the union when the Brotherhood of Maintenance of Way Employees (AFL) claimed to have the bargaining rights for the workers concerned.

A second similar problem was solved when the AFL Cigar Makers' International Union complained that the CIO papermakers' union was attempting to organize employees in a Georgia factory. The CIO union subsequently informed the AFL organization that its petition for a representation election had been withdrawn.

As the no-raiding agreement now stands, the agent for receiving complaints in the AFL is Secretary-Treasurer William F. Schnitzler. CIO Secretary-Treasurer James B. Carey performs a similar function for his organization.

## *May Housing Completions Up but Starts Down*

More new housing units were completed in May this year than in the same month last year and more in the first five months of 1954 than in the same period last year, the Dominion Bureau of Statistics has reported. Starts, however, were fewer in both periods.

May completions numbered 8,424, compared with 8,099 a year earlier. January-May completions totalled 35,524 compared with 32,816 last year.

May starts totalled 13,398 compared with 13,606 in May 1953. Starts in the first five months of 1954 numbered 33,812 compared with 35,438 in the same period of 1953.

The number of new housing units under construction at the end of May was 57,816; the number at the same time last year was 327 higher.

## *U.S. Housing Starts Down Slightly in May*

Non-farm housing starts in the United States declined by about four per cent between April and May to a total of 106,000, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. The total volume of new private homebuilding, however, was at about the same high level as in May of last year.

The volume of privately owned housebuilding, which had advanced to a 3½-year peak of 109,100 units this April, declined to 105,500 units in May—about the same level as in May 1953. Seasonally adjusted private housing starts were at an annual rate well above one million each month this year, although the May rate of 1,038,000 was the lowest thus far.

The total of 452,000 new dwelling units (private and public) put under construction during the first five months of 1954 was 5 per cent below the 476,000-unit total for the comparable 1953 period because of the reduction in public housing. Privately owned housebuilding thus far in 1954 (446,900 units) was about the same as the year-ago estimate.

## *U.S. Congress Rejects Public Housing Proposal*

By a vote of 234 to 156, the United States House of Representatives, on July 20, defeated a proposal to write President Eisenhower's request for 140,000 public housing units over a four-year period into the compromise housing bill drafted in a Senate-House conference. Following this vote, the House approved by a vote of 358 to 30 the terms of the compromise bill which provides for 35,000 units in a one-year extension of the public housing program.

It is reported that the Senate will not attempt to reinstate the President's program, which was originally defeated in the House by a vote of 211 to 176 on April 2. The motion to have Mr. Eisenhower's program approved was made on the grounds that without it, persons with low incomes would move to the slums.

## *Study Finds 2.4 Million Covered by Medical Plans*

A study of the operations of the 14 major non-profit medical care insurance plans across Canada has been completed by the Department of National Health and Welfare.

This study, "Voluntary Medical Care Insurance: a study of non-profit plans in Canada", was conducted by the Research Division of the Department with the assistance of the managers of 14 prepaid medical care plans, Trans-Canada Medical Plans and the Canadian Council of Blue Cross Plans.

It was learned from the study that 2·4 million Canadians, or 16 per cent of our total population, were found to be covered for some form of prepaid physicians' services under these 14 plans at the end of 1953, compared to fewer than 200,000 in 1946. Of these, more than one million persons were entitled to a fairly comprehensive range of benefits, including the cost of medical, surgical, and obstetrical care in the home, doctor's office, and hospital.

The study showed that non-profit medical insurance plans paid out $27 million in 1953 on behalf of their membership. About 44 cents out of every dollar spent on benefits goes directly to physicians for attendances or consultations; another 30 cents is paid to surgeons, 11 cents goes for X-ray and laboratory services, and the remainder is paid for confinements and other miscellaneous services. Annually, an average of from three to four medical services are received by members enrolled under these plans.

The United States consumer price index rose one-tenth of one per cent between mid-May and mid-June to a level of 115·1 (1947-49=100). The Canadian index also rose in June (see page 1167).

## 4,351 Quebec Apprentices Receive Training in Year

During the fiscal year 1953-54, 4,351 apprentices and journeymen received training in Quebec's six apprenticeship centres, according to the report of the Apprenticeship Assistance Division of the province's Department of Labour.

Since the apprenticeship program of the province was put into effect in 1945, 24,807 apprentices and journeymen have attended day or night classes in the following trades: building, shoe manufacturing, automobile, printing, barbers-hairdressers and clock making.

The report states that the Apprenticeship Commission for the Building Trades in Montreal is erecting a new apprenticeship centre, at the cost of one million dollars, which will be the "largest and most modern apprenticeship centre in the world".

The Apprenticeship Commissions of the province are made up of an equal number of employer and employee representatives. Through their joint committees, associations of employers and trade unions contribute equally to the building and operation of the apprenticeship centres. The Provincial Government pays a third of the building and operation expenses of these centres or places its specialized schools at the disposal of the Apprenticeship Commissions.

## CCCL Affiliate Urges More Political Action

At its annual meeting in Saint-Hyacinthe last month, the *Fédération nationale de la métallurgie (CTCC)*—National Metal Trades Federation (CCCL)—unanimously adopted a resolution favouring more intensive and more definite political action and asking that a $20,000 fund be provided for political education.

This resolution, which will be submitted to the CCCL conference in Montreal next month, recommends amongst other things:—

(a) that the CCCL bring together all interested groups in the locality to draw up a political program and to establish a political action organization "which has become necessary to insure efficient action in the political field";

(b) that the CCCL budget for the year 1954-55 provide a fund of $20,000 for political action;

(c) that, if possible, each affiliated body set up this year its own political action fund.

The General Secretary of the CCCL, Jean Marchand, gave the meeting of the metal workers to understand that he would support the resolution at the CCCL conference.

It was explained that the question is not that of creating a labour party, even less a trade-union party. The Committee that drew up the resolution, in fact, stated: "Our Committee does not believe that it would be either advisable or possible to create a political party within our trade-union movement."

The Federation President, Adrien Plourde, said "there can be no question of using trade-unionism as a party instrument, because it would soon become the mouthpiece of the Government should the party be elected to power."

Delegate Jean Robert Ouellet added: "We are merely taking the lead in creating a political movement which will reform the foundations of our democracy and revive true parliamentary government."

Another delegate, Maurice Sauvé, explained that it is a question of bringing together all interested groups in a locality in order to draft a political program and to establish, wherever possible, a political action organization "to insure the success of our efforts".

## Union's Eligibility Rules "Might Violate FEPA"

In refusing a union application for certification on the technical grounds that the application was not accompanied by individual receipts for the payment of at least one dollar on account of the prescribed initiation fee or monthly dues, the Ontario Labour Relations Board also pointed out that the membership requirements established by the union may well violate the Fair Employment Practices Act, 1951.

The union, the Christian Labour Association of Canada (Hamilton Local) "imposes restrictions on eligibility for membership in that prospective members are called upon to accept Christian doctrine as a condition of membership", the Board commented.

### Act's Provisions

The Fair Employment Practices Act, 1951, provides that: "No trade union shall exclude from membership or expel or suspend any person or member or discriminate against any person or member because of race, creed, colour, nationality, ancestry or place of origin".

The union was requested to give these requirements consideration before submitting any future applications to the Board.

## *Provincial Federation Formed by TLC in N.S.*

A TLC Provincial Federation of Labour for Nova Scotia was formed at a conference in Halifax June 21 and 22. Attending were 97 delegates representing 37 local unions and five Trades and Labour Councils in Nova Scotia affiliated with the Trades and Labour Congress of Canada.

A constitution, which had been circulated among the unions earlier in the year, was adopted by the delegates, who represented about 7,000 organized workers in the province.

At the election of officers, conducted by James A. Whitebone, Maritime Vice-President of the TLC, D. J. Gannon was elected President by acclamation. Mr. Gannon was chairman of the former Provincial Executive Committee.

### Other Officers

Other officers elected were C. M. Bent, Vice-president for the Eastern District; Sinclair Allan, Vice-president for the Central District; C. A. Webber, Vice-president for the Western District; and L. Banks, Secretary-Treasurer.

The TLC now has six provincial federations. In Manitoba, Saskatchewan and British Columbia, TLC unions still operate under provincial executive committees. There is no central TLC organization for the province of Prince Edward Island.

## *Winnipeg's Mayor during 1919 Strike is Dead*

Another link with the Winnipeg strike of 1919 was removed in Victoria, June 27, with the death at the age of 84 years of Charles Frederick Gray, Mayor of Winnipeg during the strike.

Mr. Gray, who had previously served on the Winnipeg city council for four years, was elected mayor for 1919 and 1920.

## *Alberta TLC Federation Holds Annual Convention*

The Alberta Federation of Labour (TLC) held its 34th annual convention in Calgary June 7 to 10 with 170 delegates representing 24,000 workers in 146 unions throughout the province.

The delegates debated 102 resolutions dealing with hours of work, minimum wage rates, pensions, unemployment insurance regulations and other subjects of interest to organized labour.

President R. P. Rintoul was re-elected to office. Vice-presidents elected were James Smith and H. Turner of Edmonton, Robert Scott of Calgary, and Ann McLaren of Lethbridge. Charles Gilbert of Edmonton was elected Secretary-Treasurer.

## *Ont. Hires U.K. Teachers To Relieve Shortage*

The shortage of teachers in Ontario's primary schools has been relieved with the hiring of 108 teachers from the British Isles, who will take up their new posts this September.

In making the announcement last month, Hon. W. J. Dunlop, Minister of Education, said that if the import experiment proves successful, it will be expanded in future years.

"The teachers from Britain make all the difference in the world between a serious shortage and a sufficient supply," commented Dr. J. G. Althouse, Director, Ontario Department of Education.

## *Older Workers Increase In U.K. Labour Force*

Nearly one-half—49·8 per cent—of the men in Great Britain's labour force in May 1953 were aged 40 and over, according to a Ministry of Labour estimate based on national insurance records. In 1950, when a similar inquiry was made, the percentage was 47·5.

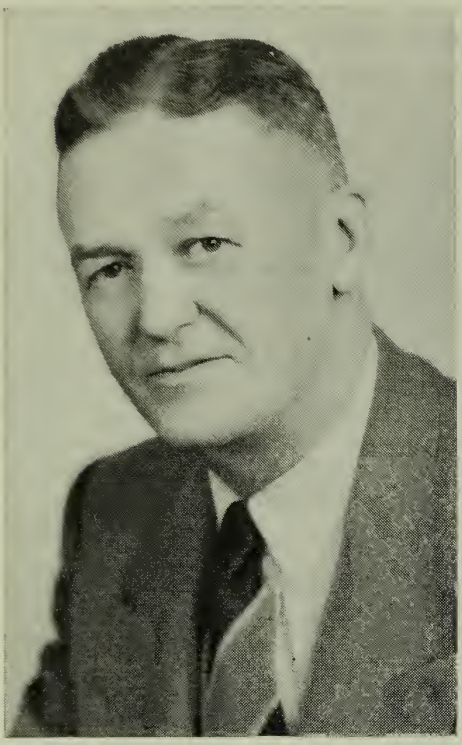
The proportion of women in the labour force increased in the same period from 36·5 per cent to 39·5. Almost 20 per cent (60,000) of this increase was among women aged 60 and over.

### Reflects Population Trend

In both cases, the increase in the proportion aged over 40 was partly a reflection of similar trends in the population as a whole. Other factors were the larger number of young men serving in the armed forces as a result of extension of National Service from 18 months to two years, and heavy recruitment among women from the middle and higher age groups.

The proportion of married women in the labour force increased. About 45 per cent of all female employees, it is estimated, were married (excluding widows). While this was partly the result of an increasing tendency to continue working after marriage, an examination of the detailed age analyses indicates, it is stated, that there must have been considerable additional recruitment of married women over 30 years of age.

## *M. W. Helston Succeeds J. L. D. Ives at Ottawa*



Maurice W. Helston, of Winnipeg, at the first of this month took over the duties of Dominion Legislative Representative of the Order of Railway Conductors and Brakemen, succeeding J. L. D. Ives, who retired at the end of July after 13 years in the Ottawa post (L.G., July, p. 951).

Mr. Helston was elected to the position and also named Vice-president of the Order at the Conductor's convention at Columbus, Ohio, earlier this year.

On his retirement, Mr. Ives received many messages of appreciation for his services from officers of Canadian railways.

The new Dominion Legislative Representative for the Conductors was born in Staples, Minn., on January 27, 1899. He moved to Canada in 1909 and entered the service of the Canadian Northern Railway at Big Valley, Alta., in 1916. Transferring later to Winnipeg, he was promoted to conductor in 1926.

He served on local committees and General Committees of Adjustment until his election to his present post.

In his capacity as Vice-president and Dominion Legislative Representative, Mr. Helston will serve as a member of the Canadian Railway Board of Adjustment No. 1 and also as a member of the National Legislative Committee of the International Railway Brotherhoods.

## *Up to 2,000 Workers Needed to Harvest Grain*

From 1,500 to 2,000 Ontario and Quebec farm workers will be required to help harvest this year's grain in the Prairie Provinces, it has been estimated by the National Employment Service. The movement began August 10 and is scheduled to continue until October 15.

Transportation assistance to the Prairie Provinces is given by the NES to workers on condition that they agree to accept harvest work and other farm work during the grain harvest and that they accept the employment to which they are directed by officials in the Prairie Provinces.

Assisted transportation is available to qualified workers only by application in person to NES offices.

## *ECOSOC Backs Study of World Calendar Proposal*

The Economic and Social Council of the United Nations, at its 18th session in Geneva last month, accepted a resolution introduced by the Government of India dealing with the World Calendar (*see* L.G., Dec. 1953, p. 1737).

The resolution, seconded by Yugoslavia, takes note of the proposal for calendar reform and requests the UN Secretary-General to transmit to all world governments relevant documents with a request to study the problem and submit their views for consideration at the 19th session of the Council to be held in New York next May.

Arthur J. Hills, Assistant Director General of the World Calendar Association and Chairman of its Canadian affiliate, said in announcing the adoption of the resolution:

"This is regarded as a magnificent step forward as the World Calendar plan is now officially before governments. This will be gratifying news for the large organizations of employers and employees in Canada and also scientific bodies and others who have endorsed and supported the plan requesting the Government to endeavour to advance adoption of the World Calendar through the United Nations."

## *"Women Workers Often Hinder Own Careers"*

That women workers often hinder their own progress towards top careers was the conclusion reached in a recent panel discussion on women in business and the professions. Failure to advance may be because of preference or error, it was agreed.

The discussion, under the heading, "Trained Women", took place at the 12th biennial convention of the National Federation of Business and Professional Women's Clubs at St. Louis, Mo., in June. Moderator of the panel was Miss Margaret Hickey, Public Affairs Editor, *The Ladies' Home Journal.*

A member of the panel, Dr. Ashley Montagu, of Rutgers University and author of *The Natural Superiority of Women,* attributed to women a "highly important role" in the economic life of the country, declaring them to be better adapted to an economic role than men.

"In addition to bringing all the technical skills which men can bring to the role," he said, "they bring what is more important, a humanizing quality which the economic world stands much in need of."

Women, as the mothers of humanity, he continued, have many more complex demands made upon them than are made upon men. They should, therefore, receive an education that would "harmonically reconcile their capacity in their roles as mother, wife, worker, citizen and human being."

The emphasis in education, he believed, should be first on motherhood and family life, with career in second place, but the foundations should be laid for usefully and profitably following some career in later life.

Lena E. Ebeling, Director of Personnel, Sherwin-Williams Company, Cleveland, expressed the view that women often decline high business positions for which they are fitted because of a natural disinclination either to leave their families or to acquire attitudes essential to business success.

"As a higher and higher proportion of business women become married, this tendency to put family values above career cannot fail to hinder further the rise of American women in any large number of posts of great responsibility," agreed Dr. Lynn Townsend White, Jr., President of Mills College, Oakland, Calif., also a member of the panel.

## *Women's Bureau Chief Assumes Duties in Sept.*



Miss Marion V. Royce, MA., until recently Principal of Moulton College, Toronto, will assume the position of Director of the Women's Bureau, Department of Labour, in September. Miss Royce's appointment was announced in July (L.G., July, p. 939).

The Civil Service Commission is now advertising for a woman officer to serve as assistant to Miss Royce. The Bureau will eventually have a staff of three.

## 1¾ Million British Women Are Members of Unions

The number of women who are members of trade unions in Great Britain increased from 926,000 in 1938 to 1,774,000 in 1952 but the figure is still low in relation to the number of women workers, the Women's Advisory Committee of the Trades Union Congress reported to the TUC Women's Conference.

Of the 8,088,450 members of trade unions affiliated to the TUC, 1,315,314 are women and 6,773,136 are men, the report said.

The report was based on an inquiry by the Committee into the participation of women in the trade union movement.

# LABOUR DAY MESSAGES

## Hon. Milton F. Gregg, Minister of Labour



We in Canada believe that labour-management negotiations should be carried on in a free atmosphere.

That is the reason why our labour relations legislation relies on collective bargaining, rather than on government decree, as the normal means of setting wage levels and working conditions. Our traditions and legislation emphasize a close working relationship between the two great partners in industry.

While all of us still have a great deal to learn about the factors which make for constructive relations between labour and management, recent years have seen a growing recognition by both of each other's needs and aspirations and a realization that, although their primary functions are different, they have an interdependence which influences common goals.

I do not mean to imply that this interdependence is taking the vigour out of collective bargaining relations; nor would that be desirable. However, it does reflect a growing maturity of relationships which helps labour and management to get to the heart of their collective bargaining problems and to reach sound agreements with a minimum of friction.

This growing understanding also means that labour and management are able to work together on problems which may normally lie outside the field of collective bargaining—problems which, for example, affect safety and efficiency in the plant or the welfare of the community. One good evidence of this also is the steady growth of Labour-Management Production Committees in Canada.

Joint consultation of this kind has helped labour and management to understand each other's problems, to stimulate mutual respect and confidence and a common loyalty to the enterprise on which the welfare of both ultimately depends.

This improved atmosphere in industrial relations is largely a result of the recognition of labour as a full and responsible partner with management in the industrial life of our nation. Appreciation of this vital fact, on this another Labour Day, is our best means of paying tribute to the individual deeds down through the years by men of labour, many of whom will remain unsung—their names never having been recorded in trade-union history.

My sincere good wishes for your prosperity and welfare.



**Percy R. Bengough,**
President,
Trades and Labour Congress of Canada

I am very pleased to have the opportunity again to extend to all affiliated members and their families warm fraternal greetings and best wishes on Labour Day. It is a holiday of special significance to the working population as it was the result of the efforts of organized labour that this day was set out as a labour holiday. This Labour Day we can celebrate our gains as well as consider our immediate needs in the light of present conditions.

The position of working people has been greatly improved mainly as a result of their own organized efforts and in the application of their skills. None can question the right of the people who do the work by their hands and brains to better lives and living. One might question the right of the watered stock holders and money manipulators to obtain so much for so little. However, as time passes, such will change and greater social improvements and better living conditions will be gained by the workers.

In celebrating this great holiday for Labour, there are many who are thinking of the long period of enforced lay-offs that occurred during the past fall, winter and spring months. As lovers of freedom, Canadian workers don't look for enforced labour. They wouldn't want full employment if it meant slave camps such as millions are suffering in now in some countries. However, they cannot, without protest, accept the instability of employment that still confronts the working people of this country. It is a disgraceful state of affairs when half a million people find their skill and services cannot be used, particularly when they are citizens of a country with unlimited natural resources awaiting development and surrounded by projects that need to be initiated to improve the well-being of the people, the economy and the development of the country.

The system of unemployment insurance in effect in Canada, which incidentally was sought and secured by Labour, definitely demonstrated its worth during the past months when so many were in enforced idleness and in receipt of its benefits. It was also clearly demonstrated that there is a need for higher benefits and an extension of the period for which benefits are paid. Doing first things first, such improvements should be made before we again meet the so-called seasonal lay-offs later this year.

In calling attention to these immediate needs I am not suggesting that they are a solution of our unemployment problem. The only solution for unemployment is employment with wages and salaries that will give Canadians ability to buy more in balance with our ability to produce.

We are all fortunate in being citizens of a wonderful country, one in which there are many things to be done in the best interests of Canada and Canadians. The workers, along with the rest of the people, have enough ability and confidence in themselves to go forward under our system of democratic freedom to larger and fuller lives for all and completely free from the fears of unemployment, sickness and old age.

In the name of The Trades and Labour Congress of Canada, I wish every member a happy time this Labour Day and good health and prosperity for themselves and their families now and in the future.



**A. R. Mosher,**
**President,**
**Canadian Congress of Labour**

Perhaps at no time since the end of World War II has there been such widespread apprehension of the outbreak of another conflict. Every thoughtful person must be deeply disturbed by the growing tension between the free nations and the Communist-dominated group.

However concerned any of us may be, the fact remains that there is little or nothing which we can do as individuals to prevent another war or to delay its outbreak, and it is almost impossible to avoid a feeling that we are little more than pawns on the chessboard of fate, although our influence, both in domestic and foreign affairs, is undoubtedly of considerable importance.

In the circumstances, the wisest course for us, as Canadians, would appear to be to do our work day by day to the best of our ability, in the hope that, if we perform our tasks faithfully, we are making some contribution toward the general welfare and helping to create an atmosphere in which war will be less likely.

By any standard which we wish to use, Canada is one of the greatest countries in the world. We are the third trading nation, and our progress has aroused envy and admiration in almost every other country. It is quite evident that no accurate forecast can be made as to the development of our national resources, since new discoveries of highly valuable minerals are constantly being made. Vast amounts of money are being invested in Canadian industry, not only by Canadians themselves, but by the citizens of many other nations.

From a long-run standpoint, no one doubts the greatness of Canada's destiny; but there are still many aspects of the Canadian economy which are far from being satisfactory. The unemployment situation is causing widespread alarm in many of our industrial centres, and, as the labour movement has made clear on many occasions, its opinion is very definite that the Federal Government has not given this problem anything like the attention it demands.

The situation with regard to agriculture, particularly in Western Canada, is also very disquieting; and there are many other matters which deserve the closest possible attention of the best intelligence which the country can muster. Labour has advocated the setting up of committees on which Labour, industry, agriculture and the Government would be represented, and which might make useful suggestions regarding the policy to be followed by the Government; but these proposals have not borne fruit.

One persistent problem, so far as the labour movement is concerned, is the disparity in wage-levels in various industries and various areas throughout the Dominion. The labour movement has never advocated a flat and uniform rate of wages for all workers. It recognizes that skilled and experienced workers deserve higher remuneration than those who are unskilled and inexperienced. It recognizes further that higher wages represent an important incentive to the development of ability. However, it is important that minimum wages in any industry should be high enough to permit the maintenance of a reasonable standard of living, and this is far from being the case in some industries and industrial areas. Furthermore, there should be a fairly close approximation between the wage-levels in the basic industries of the nation where skills and experience are comparable.

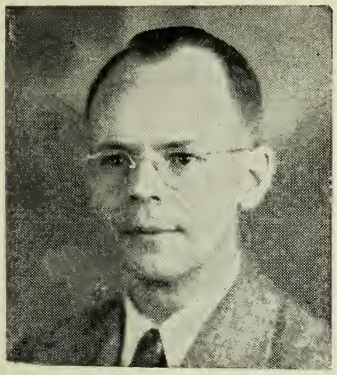
Labour believes that there is room for improvement in wage-levels throughout Canadian industry as a whole, and that a

constant effort must be made to improve the general standard of living of the workers and the people of Canada, which, in turn, is based upon wage-levels.

The labour movement recognizes that wages are paid out of production, but it believes that, in many instances, production could be carried on more efficiently than is now the case. Waste and inefficiency are the enemies of decent wages and high standards of living.

The workers of Canada have become increasingly aware in recent years of their obligation to do what they can to promote the raising of living standards in the less-fortunate countries of the world. They believe, however, that their own contribution in this respect need not result in a reduction of their own standards, but rather that any improvements obtained in Canada will enable them to fulfil their responsibilities towards the underpriviliged in other lands.

On Labour Day, therefore, we are more aware than ever of the growing importance and influence of our nation, and we renew our determination to do everything we can to make Canada a powerful factor in the search for peace, goodwill and happiness throughout the world.



**Gérard Picard,**
**General President,**
**Canadian and Catholic Confederation of Labour**

Labour Day parades this year will not start out under the sign of prosperity. On the contrary, they will be followed by the spectre of unemployment. The usual rejoicing will be obscured by the serious concern of those who want work but are unable to find it, and a mere glance will also reveal the anxiety of those who are working but are afraid of being laid off from one pay-day to the next. Those who are responsible for the common good, whatever may be the jurisdiction under which they have accepted public responsibility, do not seem overly concerned about the urgent insistence of the labour organizations, especially the CCCL, on the adoption and putting into practice of a policy of full employment bound up with a standard of living sufficiently high to ensure the workers and their families of a normal life, free from need and from fear of the future.

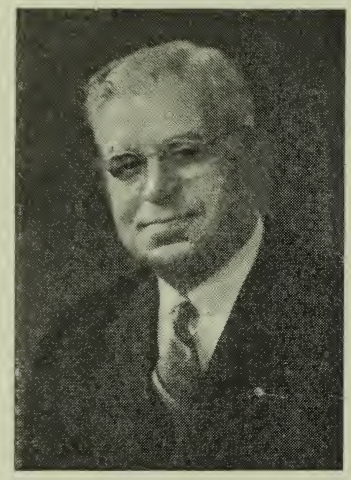
By way of routine, steps to reduce seasonal unemployment to a minimum are still being studied, without any appreciable results, but people do not seem to realize clearly enough that permanent unemployment is getting worse, and also that the number of men and women who are working only about half the regular work week is increasing all the time. And yet, during the last world war, a policy of full employment was already being worked out, and the workers were assured that such a policy could be applied. People said they were anxious to put an end to war in order to devote Canadian resources to full employment, social progress and peace. Now that peace has been restored, they merely refer to incomplete statistics and calmly conclude that there is no cause for alarm and that the percentage of unemployed is not yet high enough to lead us to think that an economic crisis is at hand.

Canadian workers, a greater number of whom are members of trade unions than a few years ago, and who are better acquainted with the facts, will not consent to be taken in as they were after the signing of the Treaty of Versailles in 1919, when no stone was to be left unturned to bring about the reign of social justice in the world.

The loud-speakers of verbal anti-Communism may perhaps succeed once more in discrediting the labour unions and in making some of their fundamental claims seem ridiculous; but they will not prevent the general body of workers from support-

ing these claims. The establishment and maintenance of peace may be at the expense of respect, justice and the satisfaction of human needs.

On the occasion of Labour Day 1954, the workers, through their respective labour organizations, and in the present message through the CCCL, call upon the various jurisdictions to establish a bold and enlightened social policy capable of redressing the grievances put forward against a society which prefers to ignore injustice rather than to remedy it, and whose totalitarian tendencies (more or less pronounced according as the economic dictatorship considers it more or less necessary for the protection of its interests) aim at exchanging the exercise of fundamental rights for a minimum of security. The Canadian workers require both security and real freedom; they have no notion of exchanging one for the other. A Christian country, if it wishes to remain Christian, cannot agree to lend itself to such bargaining, which would mean relegating to the background those spiritual and cultural values without which there can be no serious talk of the blessings of civilization.



**W. H. Phillips,**
**Chairman,**
**National Legislative Committee (Canada)**
**International Railway Brotherhoods**

The National Legislative Committee (Canada) International Railway Brotherhoods appreciates this opportunity to extend Labour Day Greetings to the membership and families of the Organizations represented by the Committee and to the citizens of Canada as a whole.

Labour Day was founded by union men; and union people established its popular and official recognition. The working man and woman no longer occupy the humble station of peasants. Democracy, political and economic, has in a large measure banished the attitude of contempt too often felt by employers towards those who toiled. Labour Day serves to set things right and to clothe Labour with its wonted dignity and respect.

Labour Day is significant of thousands of little advances, skirmishes along the road to success, a success that can never be taken for granted and which must constantly be rewon. Labour will not suffer a fraction of its reverses from its avowed enemies as it will from its lukewarm friends. The labour member who plays a purely passive role in all the progressive undertakings of his organization is guilty of the same disservice as his friend who "loves" Labour but "hates" unions.

Organized Labour has been successful during the past half century in securing for the workers of this country many benefits in the way of improved working conditions and rates of pay. The legislative departments of those labour organizations have been successful in securing beneficial legislation both federal and provincial. The Legislative Committee of the International Railway Brotherhoods has always been in the forefront in seeking and securing legislation to promote the welfare of workers and to reduce the hazards incident to employment in industry and on the railways.

The Organizations represented by the National Legislative Committee of the International Railway Brotherhoods will still continue to co-operate to the fullest degree in movements destined to raise the living standards of workers and to improve the lot of our older citizens.

# Seventh International Conference of Social Work Held in Toronto

**2,500 social workers from 41 countries conduct study groups on social welfare, immigration, retirement, co-operatives, and assistance to underdeveloped countries. Hon. L. B. Pearson opens week-long session**

No one could say yet that enough is being done to help the underdeveloped and underprivileged countries of the world, declared Hon. Lester B. Pearson, Minister for External Affairs, in the opening address of the seventh International Conference of Social Work held in Toronto June 27 to July 3.

"The favoured nations of the world cannot afford to ignore the fact that one-half of the world's inhabitants live in areas where hunger, disease, poverty and human misery are the daily lot of all the people," he said.

The conference, attended by 2,500 social workers and government officials from 41 countries, conducted study groups on immigration, social welfare and labour unions, retirement, co-operatives, the cultural effects of assistance to underdeveloped countries, basic education, social security, the role of private welfare agencies, and other subjects of social importance.

In his speech, Mr. Pearson said the favoured nations of the world "cannot continue to live comfortably in the knowledge that one out of every two persons alive today is simply not getting enough to eat, that infant death rates in some sections of some countries rise as high as 400 for every thousand children born."

He said that centuries of poverty, ill health and deprivation had raised disturbing questions in the minds of ordinary men and women in many continents. They wondered whether without the sacrifices of normal human values to totalitarian ruthlessness, they could ever hope to achieve a reasonably adequate measure of economic and social reform.

"The gigantic task confronting the less-developed countries as they struggle to improve themselves must be accomplished under the tremendous conflicting pressures of the cold war; under the fear of domination from abroad and of subversive movements designed to make nationalist and social reform movements the creatures of totalitarian imperialism."

The western world's program of technical assistance to these areas had far-reaching implications for all humanity, he continued, adding:—

"Such programs are not simply acts of charity. They are investments in prosperity and progress in which all will share."

Mr. Pearson endorsed the theme of the conference, which was self-help and co-operative action in social welfare. No amount of outside help could be really effective unless the recipient peoples were prepared to put forward a "supreme and sustained effort" to do everything within their power to help themselves, he said.

## V. C. Phelan

Attending the conference as an official representative of the International Labour Organization was V. C. Phelan, Director of the ILO's Canadian Branch. Mr. Phelan spoke at a meeting of the conference of Non-Governmental Organizations Interested in Migration, held in conjunction with the international social work conference.

Speaking on the employment implications of migration, Mr. Phelan said that employment has an underlying importance in relation to migration activities.

"Unless immigrants who are of the worker type can locate work opportunities in the new land, a migration movement can not succeed, and in fact the stream of immigrants, even if it should start to flow, will soon dry up. The greatest motivation in normal migration is the assurance or possibility of earning a livelihood. For successful migration employment must be available soon after arrival," he said.

Admitting that movements of migrants always involve chance-taking, by both immigrants and the receiving countries, Mr. Phelan said migration today is much more carefully planned than it was a generation or more ago.

Free and uncontrolled immigration, such as took place from Europe to North America in the years before the First World War, was no longer possible, said Mr. Phelan, in view of the basic economic changes that have taken place. Among these were the present lack of available

and suitable untilled land, and the nature of industry which now depends mainly on skilled labour.

"Workers must now be integrated carefully into employment. With a complicated economy, even though on an expanding basis, a great deal of planning for employment reception becomes necessary," he said.

Predicting that the extent of free immigration from Europe into overseas countries is not likely to expand, Mr. Phelan said that "increasingly the movement out of western Europe will depend upon increased planning for employment reception."

With regard to occupational qualifications, Mr. Phelan said the most desirable type of immigrant from the employment aspect was the worker who possesses a skill or craft utilized in the country of immigration, and calling for about the same training there, and who is mentally and physically adaptable to other employment, even unskilled employment, if work at his own trade is not forthcoming.

Experienced agricultural workers will long be in demand. General unskilled labourers, intelligent and physically fit, with several working years ahead of them, will also form a substantial part of any large movement.

For women workers moving to a new country, the general situation closely parallels that of men. The movement of professional workers is regarded as important but presents peculiar difficulties. It is a slow process and nearly every case requires individual treatment, he said.

Looking to the future, Mr. Phelan put forth several propositions as to the future techniques of most immigration movements in their employment implications, in relation to the migrant's capacity as a worker.

My first proposition is that increasing attention will be given to employment examination and selection among prospective immigrants before they leave the homeland. Job testing, for example, will be used to a greater extent.

Second, employment selection against specific job vacancies will not be found feasible in more than a small number of cases, usually to be reserved for workers with wanted skills.

Third, the effort will be to select categories known to be in some general demand at the time in the country of immigration.

Fourth, the principle of certain immigrants having to agree to a restriction on their right to seek work in any industry or occupation for a specified time, will no doubt be continued.

Fifth, protection of the immigrant worker from sub-standard working conditions will continue, or improve.

Sixth, training of workers in the homeland, to better fit them for employment abroad, already found to be of not much aid to emigration, does not promise to be a future factor.

Seventh, successful employment integration of migrants is not a mere extension of employment placement service, but a separate technique, in which an efficient employment service still can be of first importance.

Eighth, successful migration movements for employment depend both on the availability of acceptable and suitable workers in a country of emigration, and on the possibilities of absorption in the employment market of the country of emigration. There must be supply and demand.

Mr. Phelan concluded his address by indicating the interest and the practical activities of the ILO in the field of migration. An International Classification of Occupations, which several governments find useful in migration work, was issued by the ILO in 1952, and at present a series of monographs on national regulations governing migration into more than 30 countries is being prepared, he said.

## Immigration

At the same session, Rt. Rev. John O'Grady, Secretary of the National Conference of Catholic Charities, Washington, said that there was a false impression in the United States that the standards of workers there were being depressed by immigrant labour. This is creating a natural opposition to immigration, he added.

During a panel discussion on immigration, it was held that immigrants should be permitted to bring their families with them when they gain admittance to a new country.

One of the greatest problems in immigration, the panel decided, were those imposed by the separation of families.

Many governments favoured the man coming first and his family following, but social workers are opposed to this, the panel was told. The immigrant should be allowed to enter a country without his family only after it has been determined that the family will be able to get along without him and that there are guarantees the family will be able to follow.

Factors in favour of the family head preceding the family were shortage of housing in some countries—Canada was held out as an example—and his greater mobility.

## Other Subjects

Another study group found that trade unionism means different things in different countries. And trade union members in

different parts of the world have sharply contrasting ideas as to what role unions should play in the welfare picture.

Some groups felt that the union's prime responsibility in social welfare was to the membership itself. Others felt the union should act as a force for social welfare in the community as a whole.

Social workers everywhere strongly oppose fixed retirement ages, it was stated at a workshop meeting on the ageing. Automatic retirement is bad both for the worker and the employer, they said. It may force people into idleness before they are ready for it, and it may take many people out of the labour market who still have a good contribution to make.

Retirement, it was stressed by the meeting, should be based on each individual's needs and capacities.

Experts in co-operatives from Canada, the United States, Israel, Germany and Pakistan agreed that the co-operatives which achieved the greatest success were those which were initiated by the people. Imposition of a co-operative plan upon the people by government seldom has the support of the people, it was concluded.

Delegates from western countries at a workshop meeting on basic education urged that before large-scale educational and technical improvement measures were undertaken in the so-called underdeveloped areas, careful thought be given to their impact on the traditions and cultures with which they must exist.

### Welfare State

Two opposing views of the welfare state in Great Britain were presented to the conference. Dr. Alan Moncrieff, Director of the British Institute for Child Health, warned delegates that full-scale application of the welfare state carries inherent dangers for society. He said the British welfare state was an inevitable development, spurred by widespread public demand. But he added that the public has a tendency to "demand and accept social rights without accepting on the other hand the corresponding obligations and responsibilities".

Declaring that the old British poor laws were dead, Dr. Moncrieff asked whether individual effort was also dead.

"Not dead, but sleeping," he said, adding that the sleep was induced by the fact that social education had not kept pace with the extension of state welfare programs.

At a later session of the conference, Dr. L. L. Cameron, Director of Social Service of the Church of Scotland, said the welfare state in Great Britain is not destroying voluntary social action and self-help.

"Those of us in social work who were most apprehensive about the fate of the individual in the welfare state have become more and more satisfied," he said. "We have found that we can criticize and amend it. It has been a very great experiment. It was not forced upon us. We can modify it.

"It is not so that the welfare state has taken away the self-help motive and voluntary group action. Voluntary social work is stronger today than it has ever been."

Dr. Cameron also said that all the needs of the individual cannot be met by the welfare state.

Among the addresses delivered to the conference was that of Dr. J. F. de Jongh of the Amsterdam School of Social Work, who spoke on self-help in modern society, and that of Dr. A. N. Sinha, Minister of Finance, Labour and Agriculture of the Government of Bihar, India, who named Mahatma Gandhi as the genius behind India's quickly growing social work movement.

Dr. George F. Davidson, Deputy Minister of National Health and Welfare, was elected one of the Vice-presidents of the conference. William H. Dewar of Toronto was re-elected Treasurer-General.

George E. Haynes of London, England, was re-elected President for another two-year term.

The 1956 conference is slated for Munich, Germany, and the 1958 session for Tokyo, Japan.

## IUE Ousts UE from General Electric's Schenectady Plant

The International Union of Electrical Workers (CIO) last month was declared the winner of a National Labour Relations Board election at the main General Electric plant at Schenectady, N.Y. It replaced as the bargaining agent for about 20,000 employees the independent United Electrical Workers, who had represented the workers there for the past 18 years.

The voting was 9,005 for the IUE and 5,179 for UE, with 267 votes for "no union", 33 challenged and 32 void.

# Canadian Conference on Social Work

**More than 1,000 social workers from all parts of Canada attend 3-day meeting. Subjects discussed included health insurance, older worker problem, employment, the ageing population, rehabilitation of disabled**

An adequate health insurance program is the main need for the future development of social welfare in Canada, said R. E. G. Davis, Executive Director of the Canadian Welfare Council, at the Canadian Conference on Social Work held in Toronto June 24 to 26. Such a health program, he said, should cover both income loss due to illness and the costs of medical care.

More than 1,000 social workers from all parts of Canada attended the conference, where 11 workshop groups and seven institutes discussed employment, the ageing population, rehabilitation of the disabled, employment of older workers, and other social problems.

Mr. Davis said loss of working time due to illness was greater annually than that for which unemployment benefits were paid out in Canada.

"We have no public program to deal with wage loss resulting from illness," he said, "and except in a few provinces, no public provision to assist families with the cost of hospital and medical care."

Mr. Davis suggested the best approach to the problem would be to add sickness benefits to the unemployment insurance program, as was done in Great Britain and the United States.

The present controversy concerning provisions for meeting the costs of medical care centred mainly around methods of payment, and there were many proposals, said Mr. Davis, adding:—

"I think we shall see that our present preoccupation with methods of payment is a passing phase, as it has proved in countries like England and Scandinavia."

The real focus in the problem, he said, "must be on questions of personnel and facilities, on planning and organization.

"In this larger context, as in the matter of payment plans, the debate will doubtless continue as to the respective roles that are appropriate for public and private agencies. There seems little doubt, however, that the major reliance will be on government action.

"One reason for this is the sheer size and cost of the undertaking. But another is that in a matter so vital to the national interest as is the health of the Canadian people, governments cannot leave ultimate decisions on public policy to private groups, professional or otherwise, which, however community-minded, may well reflect in their views on social policy the bias of their particular interests."

In the field of social services and welfare generally, Mr. Davis said there was a need for a more closely integrated approach, both in the local community and nationally.

Mr. Davis pointed out that Canada spends eight per cent of its national income each year on welfare services. He compared this figure with 13·2 per cent for New Zealand and 11·9 per cent for Great Britain on the one hand with 7·3 per cent for Australia and 5·5 per cent for the United States on the other.

Observing that there has been a progressive shifting of welfare financing from the local and provincial to the federal level, he said: "It is obvious that without this transfer of financial responsibility it would have been impossible for Canada to have made the progress it has in the development of its social welfare program."

Members of a panel discussing employment agreed that any large-scale depression in Canada could not be handled adequately with present unemployment machinery.

The members felt that some comprehensive plan was required and that work on it should begin immediately. There was disagreement, however, on what the plan should entail.

There was not a major recession today, said Cleve Kidd, Research Director of the United Steelworkers of America (CIO-CCL), but there was still a serious situation. Layoffs were extensive and there were no signs of any sort of pick-up in the situation, he said.

Mr. Kidd said the final test of the free enterprise system was whether it could do something about unemployment.

Harvey Perry, Director of the Canadian Tax Foundation, said the Federal Government is better equipped now than it has been any time in the past quarter-century to meet a major recession, but any plans now existing could be useless if the Government's economic balance was knocked out by some unexpected development.

Dr. H. L. Pottle, Newfoundland Minister of Public Welfare, declared that "the main responsibility for maintaining a high degree of economic stability... rests with the Federal Government."

Another panel under the chairmanship of George Blackburn, Director of Information, Federal Department of Labour, concluded that education was the key to relieving the employment problem of older workers.

The panel declared that the time had arrived for the formation of community co-ordinating committees to bring direct influence to bear on specific problems of employment of older workers. The group also felt that such a committee should explore the problem of older people who are definitely unemployable. It was pointed out that there is a problem in "retaining in employment" as well as "obtaining employment" for these people.

The new federal-provincial program of disability allowances for rehabilitation training was discussed by a panel headed by Maj.-Gen. E. L. M. Burns, Deputy Minister of Veterans' Affairs. H. C. Hudson, Assistant Co-ordinator of Civilian Rehabilitation, Department of Labour, said that expanding programs of rehabilitation of the disabled would result in the restoration of a large percentage of the disabled to their place of maximum usefulness in the community.

A danger that the recently passed federal legislation providing allowances for disabled persons might interfere with possible rehabilitation was seen by Dr. J. W. Willard, Director of Research, Department of National Health and Welfare. The problem, Dr. Willard said, is to work out methods of co-ordination between the federal government and the provinces in problems of rehabilitation.

"We are now in the position of having disability allowances without a well-developed rehabilitation program," he said.

"We have to make sure that the disability allowances scheme doesn't run away with itself, that we don't have a lot of people on disability allowances who should have been rehabilitated," he explained.

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# Personnel in Employment Security Meet in 41st Annual Convention

**Canadian elected President and Canadian delegates and speakers take prominent part in proceedings. U.S. Under-Secretary of Labor warns that security programs must not create "a welfare-minded generation'**

Discussion at the 41st convention of the International Association of Personnel in Employment Security was concentrated on the theme, "Strengthening Employment Security through Constructive Supervision". Held at Asheville, N.C., from June 1 to 4, the convention was attended by 950 delegates.

Gearing this theme into the larger national orbit, Arthur Larson, United States Under-Secretary of Labor, threw out a challenge in his key-note address to his own countrymen, and more especially to personnel in employment security. He confronted the delegates with the compelling problem of making a government security program function as an adjunct to the free enterprise system and still not create "a welfare-minded generation". He declared this to be "the number one domestic issue of our time".

Delegates were present from 43 states, the 10 provinces of Canada, from two United States Territories, from Japan, Israel, Korea, and Puerto Rico; they represented nearly 16,000 international members.

From a Canadian viewpoint, one of the features of the gathering was the election as International President, by acclamation, of Ralph P. Hartley, of Moncton, N.B., Atlantic Regional Superintendent of the Unemployment Insurance Commission. Ralph Hartley thus succeeds an impressive list of international presidents from Canada —Bryce M. Stewart, R. A. Rigg, H. C. Hudson, V. C. Phelan and B. G. (Bart) Sullivan.

Serving under Ralph Hartley on the International Executive Board for 1954-55 are: F. J. Kristjansson, District 13, Winnipeg; B. G. Sullivan, District 14, Toronto; and Marcel Guay, District 15, Montreal.

Canadian delegates participated in the open forums, panel sessions, and workshops; their contributions were well received.



**Ralph P. Hartley**
New IAPES President

Major addresses were given by A. J. Boudreau, Commissioner, Civil Service Commission; Leo J. Curry, Assistant Executive Director, Unemployment Insurance Commission; and E. C. Desormeaux, Executive Secretary, Unemployment Insurance Commission.

Prominent in the formal opening proceedings was the reading of personal messages from the President of the United States and the Prime Minister of Canada. President Irene S. Gable was in the chair.

### Arthur Larson

In his keynote address, Arthur Larson, United States Under-Secretary of Labor, sharply etched the social and economic implications inherent in a system of government employment security thus:—

> ....We are a part of an over-all enterprise whose success or failure is easily the number one domestic issue of our times. I will go further and say that this enterprise is not only the most important domestic issue—it is by all odds the most difficult and delicately balanced. Someone may say: "All we do is handle unemployment claims and help people get jobs—how do you magnify and glorify these activities into the greatest domestic problem of the age?"
>
> The answer is this: We are all part of one of the most crucial, audacious and risky demonstrations of tight-rope-walking in economic and political history. We are, in this country, attempting to get most of the benefits of a "welfare state" without at the same time damaging the dynamic character of our private enterprise system and without sacrificing our individual freedom, mobility and drive. We are determined to have security, and we are equally determined to get it with no loss of our characteristic American virtues of thrift, self-sufficiency, independence, and initiative. We are setting out to obtain almost all of the protection against unemployment, old age and disability promised by socialized governments throughout the world; but we propose to do this without any undue concentration of governmental power....
>
> Can we provide the essentials of employment security and still not create a "welfare-minded" generation? That is our challenge.
>
> It is no exaggeration to say that the future of this country lies in the answer. If our security activities do indeed weaken the mainspring of our private-enterprise economy, stultify personal initiative, and turn this race of hardy pioneers into a mass of soft, lazy, whining dependents of the state, as some people predict, we will have been accessories to one of the greatest collective crimes in the history of any race. But if we successfully strike this balance of security and enterprise, stability and dynamic flexibility, we shall on the other hand have had a part in creating the most completely satisfactory society yet to appear....

Pointing out the necessity of getting across to the American public the real picture as to how the system complements a private-enterprise economy, Mr. Larson observed:—

> A great many Americans are still a little suspicious of all such things as social security, unemployment compensation and workmen's compensation. They have never learned the simple truth that these systems are all a business-like straightforward pattern of income insurance.

### A. J. Boudreau

One of the principal participants in the forum on the "Influence of Constructive Supervision in Government and Industry" was A. J. Boudreau, Commissioner of Canada's Civil Service Commission.

In his evaluation, Mr. Boudreau emphasized that it was more difficult to measure constructive supervision in government than in industry, and that it was easier to assess efficiency in industry than in government. He said:—

> The balance sheet of any industry will tell a fairly accurate story as to the efficiency of its supervisors, supervision of its operations; whereas, in government, where operations lack the profit motive or where balance sheets do not tell the exact story

at the end of the year, it is most difficult in any stage to evaluate the extent of constructive supervision.

One of the factors entering into supervision, he considered, is the percentage of turn-over among employees. The Canadian Civil Service Commission was developing measures to reduce this factor, and with considerable success.

We believe that the Canadian Civil Service is one of the lowest turn-over agencies, especially in light of conditions in the last few years. Our turn-over in the last few years has been about 7 per cent. Some agencies and some organizations have experienced staff turn-overs as high as 27 per cent. Cost of such a turn-over is, of course, hard to evaluate.

Mr. Boudreau then observed:—

We believe that supervision must be directed to the growth of the individual employee. The best guarantee of collective efficiency and power in operation is deliberation and use of the diversity of individual capacities which come to you as an employer. We have endeavoured to develop, based on that philosophy, not mainly the technical qualifications of our supervisory staff but the human qualities, using a number of methods to do so. We have been stressing the importance of personal relations to supervisors and to the rank and file of the staff. We believe that the real employment policy of any concern must be formulated on the basis of day-to-day and hour-to-hour relationships between the supervisors and the individual employees. The individual employee, we know, is a very sensitive social being who will respond to all sorts of real or imaginary influence. Those influences which act upon the efficiency of the employee must be known to the supervisor, must be analysed by the supervisor, and must be taken into account when endeavouring to achieve good employer-employee relations and the full utilization of capacities of the individual employee.

## Leo J. Curry

Declaring that "we in the public services have been remiss in giving proper emphasis to the supervisory aspects of management," Leo J. Curry, Executive Director of the Unemployment Insurance Commission, told a luncheon session of delegates that the public services are too prone to regard supervision as "something of an art confined mainly to industry".

Insisting that supervision and management cannot be divorced, he asserted:—

It is my own opinion and the opinion of many of the administrators in our Unemployment Insurance Commission organization in Canada that the need exists more so in the public services than it does in industry; and, to be more specific, it exists more in the field of social security operations than it does perhaps in any other government operation and in most of the industrial operations.

Emphasizing that effective supervision requires that supervisors be taken into the management circle and participate in planning, policy-making and decision, he concluded:—

Participation or direct leadership produces or stimulates in people good relations, happiness, productivity and loyalty. If employees are happy and loyal, we have nothing to worry about. Whether in industry or public service, happy, loyal employees transmit this attitude to their families and friends and the end result is that you have a happy and contented nation of people.

## E. C. Desormeaux

Chairing the panel on "Strengthening Clerical Operations through Better Supervisory Methods," E. C. Desormeaux, Executive Secretary of the Unemployment Insurance Commission, set the pattern of discussion for this group and summarized its major recommendations. He outlined the problem as it applied to a large pool or a one-clerk office.

He stressed that effective supervision within the organization increases in value with staff training, and the influence of the supervisor increases in proportion to his knowledge.

"Moreover, the supervisor must have sufficient grasp of his problems, so that he may not only carry out the policy which has been laid down, but must also be able to appreciate new methods and to compare intelligently his own system with those of other similar organizations.

"The attitude of the staff reflects the quality of his supervision and he will thus be concerned not only with on-the-job training, but with the broad field of human relations. If there is to be staff participation, then the supervisor must be able and willing to discuss problems with his staff.

"Following on from a well-trained organization is the need for effective control."

This section of the panel considered the effects and defects of centralized control, the quality of controls, the problems, scope and regularity of inspection, the production of group effort and such details as check lists, individual assignments and group assignments.

Five panel sessions developed authoritative appraisals of such subjects as supervisory training, methods of selection, evaluation, measurement of tangible results and evaluation of reactions and attitudes among those supervised.

The panels, each running for about two hours, generally covered standards and procedures currently in use by the several agencies both in the United States and Canada.

## Canadian Delegation

The Canadian delegation held its annual luncheon and caucus under the chairmanship of B. G. (Bart) Sullivan. At this session the Canadians set their sights on policy and matters pertaining to Canadian Chapters.

Participating Chapter presidents included: R. C. Crosdale, Ontario; Oliver Deschamps, Quebec; Horace Keech, British Columbia; Roland Huggett, Alberta; J. F. Kristjansson, Manitoba; R. P. Hartley, New Brunswick; and J. K. MacDonald, Atlantic Chapter.

Other delegates from Canadian Chapters included: Roger Bergeron, Montreal; Roland Boisvert, Montreal; Edward Carr, Toronto; Rose Cloutier, Winnipeg; Marcel Guay, Montreal; M. C. Johnson, Winnipeg; Hazel O. Laycock; G. A. Lough, Halifax; Rose Mayorie; William McKinstry, Vancouver; Ruby E. Miller; Burton Pearson; T. Ross Pennington, Kitchener; N. C. Smith, Montreal; Sue Mulcahy, Orillia; J. Dingle, North Bay; J. Linegar, Windsor; and Norman Batten, St. John's.

## Messages Received

Indicative of the status of this international organization of civil servants engaged in the administration of employment security were the messages received from President Eisenhower of the United States and Prime Minister St. Laurent of Canada.

The following extract is from President Eisenhower's message:—

Programs to improve and strengthen employment security have become an essential part of the economy of the United States. By helping workers find employment, such programs help to maintain high employment levels, and, through unemployment insurance, they enable workers to bridge periods of temporary unemployment. More important than the stabilization of the nation's purchasing power through these programs is the indispensable help unemployment insurance payments give many citizens at a crucial time.

This program is, therefore, already fundamental in our system. Yet it must become more effective. The Congress has been asked to broaden the coverage; and the States have been encouraged to increase both the benefits and their duration. I confidently hope that these legislative steps will soon be taken.

The Rt. Hon. Louis St. Laurent sent his felicitations, in part as follows:—

Meetings such as yours provide a splendid opportunity for sharing information and solving common problems. In addition, they contribute to goodwill and understanding among the groups and nationalities which are represented, and by so doing are an important factor in maintaining good official relations between the nations represented.

## Citations

On the final evening of the convention the delegates honoured those who had rendered distinguished service in the field of employment security. This year's "Service Citation" was awarded to Basil Charles Seiple, Secretary-Treasurer of the Association for 24 consecutive years. Thus Mr. Seiple joins a distinguished citation alumni comprising:—

1948—Frances Perkins, Washington, D.C., member, U.S. Civil Service Commission (later U.S. Secretary of Labor).

1950—Arthur MacNamara, Ottawa, Deputy Minister of Labour for Canada.

W. Frank Persons, San Diego, Calif., Director of Civil Service, San Diego County.

1951—Harry S. Truman, President of the United States of America.

V. C. Phelan, Ottawa, Director, Canada Branch, International Labour Office.

1953—Milton F. Gregg, Ottawa, Minister of Labour for Canada.

By acclamation, Toronto was designated the convention city for 1956.

## Retiring President

In her valedictory, Retiring President Irene S. Gable, who had been honoured by the delegate body for her "outstanding and distinguished service," urged the removal of constitutional barriers "which limit participation of employment security personnel of other free countries.

"They are pleading with us to help them. They are looking to us for guidance. They are holding us, and what we stand for, up as a model. Yet because of limiting provisions of our constitution which demands dollar certification for memberships we are letting them down," she said. "There should be no monetary barrier to affiliation with us of any free country having a public employment security program of, by, and for its people."

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Canada's major labour congresses are holding their annual conventions this month and next. The Trades and Labour Congress of Canada meets August 23-28 at Regina for its 69th annual convention. The Canadian and Catholic Confederation of Labour will hold its 33rd annual convention at Montreal September 19 to 24 and the Canadian Congress of Labour its 14th annual convention at Toronto September 27 to October 1.

# 50 Years Ago This Month

**Militia called out because of strike in Nova Scotia. William Lyon Mackenzie King, then Deputy Minister of Labour, brought parties to agreement. Canada's economic conditions were generally favourable**

Fifty years ago this summer, in July 1904, the militia was called out as the result of a strike at a Nova Scotia steel mill, a strike brought to an end through the efforts of the late William Lyon Mackenzie King, then Deputy Minister of Labour. These events were reported in the August 1904 issue of the LABOUR GAZETTE, in which the strike was described as "the largest and most serious strike which has occurred in the Dominion during the present year".

The strike began June 1, when between 1,500 and 2,000 workers at the Dominion Iron and Steel Company at Sydney, N.S., members of the Provincial Workmen's Association, walked off the job to support their demand for a restoration of the wage scales in effect the previous December 1, at which time the company had imposed a pay cut. It ended July 22.

In July the militia was called out and stationed near the company's mill.

The Department of Labour, acting under the Conciliation Act of 1900, intervened on July 17. The Hon. Sir William Mulock, Minister of Labour, sent Mr. King to Sydney to attempt to bring about an understanding between the company and the workers. By July 22, after a series of meetings with both sides, Mr. King was able to report a satisfactory end to the dispute.

No wage increases were agreed upon but the company agreed to reinstate employees in their former positions in so far as their jobs had remained vacant up to the end of the strike, to give employment to the largest number of workers possible by operating the plant to the fullest extent to which it would be profitable, not to discriminate against any worker for being a member of the Provincial Workmen's Association and finally to advise local magistrates that the recall of the troops stationed on or near the company's works would be justified.

Throughout the rest of the country 20 labour disputes were reported for the month of July. It was estimated that about 46,500 working days were lost as a result of these disputes.

Wage rates paid in Canada 50 years ago present an interesting comparison with those in effect today. The LABOUR GAZETTE for August 1904 reported the following rates in effect for workers in the Government Printing Bureau at Ottawa: printers, $13.50 a week; linotype operators, $16.65; pressmen, $16; composing room foremen, $25 and deputy foremen, $18. In Winnipeg, common labour was being paid at the rate of 17½ cents an hour while in Victoria, plumbers, gas and steamfitters received four dollars a day for eight hours' work.

Sawmill workers at Disraeli, Que., had just had their working day cut from 12 to 10 hours.

Throughout the country as a whole, economic conditions were reported to be generally favourable, with employment more active in July than in June. According to LABOUR GAZETTE correspondents, employment was on a normal basis and the demand for the supply of labour was stated to be well balanced. Employment conditions in Canada in this period were reported upon by correspondents at various centres in the country. According to the classification then in use, centres were listed as active, busy, very active, quiet, dull and very dull with respect to the labour market. Reports were received in 1904 from correspondents in all the provinces with the exception of Saskatchewan and Alberta, which were still part of the Northwest Territories and did not enter Confederation until 1905.

The cost of living was stable with only the price of meats and rents being noted as on the increase. Cured meats and canned goods were increasing in price in British Columbia while flour was showing a tendency to decline in price as a result of favourable crop reports from Western Canada.

A large number of immigrants were arriving in Canada in 1904. According to figures released by the Department of the Interior, 75,892 immigrants had arrived during the first six months of the year, 16,152 arriving during the month of June.

# International Labour Organization

## 37th General Conference Adopts Holidays with Pay Recommendation

**ILO's 98th, it states that all workers should be entitled to annual holiday with pay of not less than two weeks for 12 months of service**

The 37th general conference of the International Labour Organization on June 24 closed its three weeks of deliberations in Geneva after adopting a formal Recommendation on holidays with pay.

The conference also adopted several resolutions, rejected objections to seating the Chinese delegation, voted to seat the employer and worker delegates from the Soviet Union and other eastern European countries, adopted a budget for 1955, and heard an address by Director-General David A. Morse in reply to the discussion on his General Report. No Conventions were adopted at this session.

More than 650 government, employer and worker delegates and observers from 66 of the ILO's 69 member countries attended the conference, which began June 2.

The Recommendation on holidays with pay declares that employed persons, with certain exceptions, should be entitled to an annual paid holiday "proportionate to the length of service performed with one or more employers during the year concerned". The paid holiday should be "not less than two working weeks for twelve months of service".

(Full text of the Recommendation is given on page 1132 of this issue.)

The Recommendation was one of four "technical" questions considered by the conference. It was debated for the second year in succession under the ILO's "double discussion" procedure.

The Recommendation is the 98th such international instrument to be approved by the ILO since its establishment in 1919.

The Recommendation on holidays with pay was approved by the conference by 146 votes to 11, with 39 abstentions. The Canadian government and worker delegates voted in favour, while the Canadian employer delegate voted against.

The second report of the Committee on Holidays with Pay had appended to it a resolution concerning the utilization of holiday facilities. This resolution, submitted by a number of workers' delegates, urged that consideration be given to a number of possible methods of assisting workers to derive maximum benefit from their annual holidays with pay.

Such methods were provision for travel, increased accommodation in hotels and resorts, reduction in the price of transport, staggering of holidays, special schemes for financing holidays, information services, international co-operation and other measures.

The resolution considered that "it may be necessary or desirable in certain countries or certain areas to promote, encourage or supplement such facilities where they do not exist or are clearly inadequate, through action taken by public authorities, employers, workers' organizations or other appropriate bodies".

### Government's Stand

During the general discussion, Donald S. Tysoe, Canadian government adviser, informed the conference that the Government of Canada found itself unable to support the resolution, and that the Canadian government delegates would abstain in any voting on it.

Mr. Tysoe said the Government of Canada is sympathetic to sound social legislation and supports instruments which provide proper and sensible objectives consistent with conditions in the world today. He said that despite some important reservations, the Government of Canada had supported the Recommendation on holidays with pay "because we feel that as a Recommendation it is acceptable for the guidance of members of the ILO".

He said the standard of two weeks' holiday after one year of service is not the general practice in Canada. He said the Canadian governmnet delegates objected to the reference to holidays for service with one or more employers, to the lack of any qualifying period, and to the requirement that young workers should be given longer holidays.

"The application of this Recommendation in Canada," he said, "would be subject also to such considerations as conditions in our seasonal industries and the fact that this subject matter is in large measure under provincial jurisdiction. But we feel that in this international instrument the principle and the value of the majority of the provisions contained therein warrant our support of the Recommendation in spite of these reservations."

Mr. Tysoe said the resolution on the utilization of holiday facilities was contrary to the Canadian way of life.

"We believe," he said, "that our people should be free of suggestion as to how they shall relax, what they shall do and where they shall go on holidays. We do not believe the Canadian workers want to be managed. Canada's social legislation is aimed at benefiting all of her people and not one particular section. We do not believe that Canadian workers would accept the implication in this resolution that workers require special treatment in a matter of this kind.

"It is our conviction that the best solution to this problem in our expanding economy is in adherence to the principles that workers are entitled to a fair share of the nation's production, and that what they do with their earnings is no one's business but their own. We believe that this position is sound. Let the workers have their fair share of the nation's wealth, but let them retain their individual freedom to enjoy it as they choose.

"Although this resolution is contrary to our principles, we recognize that some countries will welcome it. Consequently, we have decided merely to abstain in any voting."

In a record vote, the resolution was adopted by 138 to 0 with 52 abstentions. The Canadian workers' delegate, Claude Jodoin, voted in favour.

## Resolutions

The conference agreed that the other three "technical" questions should come before next year's conference for "second discussion" with a view to the consideration of Recommendations. The three subjects are vocational rehabilitation of the disabled, penal sanctions for breaches of contract of employment, and the conditions of migrant workers in underdeveloped countries.

The conference adopted a resolution, proposed by the Resolutions Committee after two weeks of study, which "noted with satisfaction the efforts and achievements of the ILO" in the field of technical assistance.

The resolution expressed belief that the special contribution of the ILO could be of major importance in assisting the economically less developed countries to promote a well-balanced economic and socially beneficial development designed to raise living standards.

Another resolution adopted by the conference urged that governments make effective use of international machinery for expanding the flow of capital for the economic development of underdeveloped countries. The resolution also urged that private capital be encouraged to participate in the development of less-advanced countries.

As in previous years, the conference reviewed the manner in which member countries are honouring their obligations in regard to the Conventions and Recommendations adopted at previous sessions. The report on this matter said there was considerable evidence of a general endeavour by governments to eliminate discrepancies between their legislation and the Conventions they had ratified.

On the unanimous recommendation of its Credentials Committee, the conference decided that it was not competent to deal with objections, raised by the Polish Government delegation, to the seating of the Chinese delegation. It also rejected objections to seating the worker delegates of Panama, Venezuela, the Phillipines and the Dominican Republic.

The conference also decided by 133 votes to 48 that the Republic of China should be permitted to vote in spite of the fact that it is more than two years in arrears in its contributions to the budget. A request that Hungary should also be permitted to vote, despite its arrears, was defeated by 82 votes to 71.

After a day-long debate, the conference rejected proposals for unseating the employer and worker delegates of the USSR and other Communist countries.

The proposal to refuse to seat the employer delegates from the Soviet Union, the Ukrainian Soviet Socialist Republic, the Byelorussian Soviet Socialist Republic, Bulgaria, Czechoslovakia, Hungary, Bulgaria, and Poland was made by 32 members of the employers' group of the conference. On the recommendation of the government and worker members of the three-man Credentials Committee, the proposal was rejected by 105 votes to 79, with 26 abstentions. The Canadian worker and employer delegates supported the proposal.

The objection to seating the worker delegates of the Soviet Union and Czechoslovakia came from the International Confederation of Free Trade Unions. At the urging of the government and worker members of the Credentials Committee, this objection was turned down by 93 votes to 83, with 30 abstentions. The Canadian worker and employer delegates supported the objection.

In both votes the Canadian government delegates abstained.

The Credentials Committee submitted separate reports on the objections against the employers and the workers. In each case it divided by two to one.

In the case of the employer delegates, the Committee defined the "essential" issue as being whether under the ILO constitution a government of a country with a fully nationalized economy is entitled to nominate as employer delegates and advisers persons who are directors of, or are otherwise connected with, individual undertakings and have executive and managerial functions and responsibilities that correspond to those normally exercised by employers in other economic systems; and, accordingly, whether such nominations, when duly made, are valid under the constitution of the ILO.

The Committee reported that the essence of the objections to the worker delegates was that "freedom of association does not exist in the USSR or in Czechoslovakia" and that the governments of those countries "were not in a position to nominate worker delegates 'in agreement with the industrial organizations ... which are most representative of workpeople' in the spirit of the tripartite structure" of the ILO.



**The Canadian delegation to the 37th International Labour Conference at Geneva**— front row (left to right): V. B. Anderson, Chairman, Manitoba Provincial Executive, and Secretary, Winnipeg and District Trades and Labour Council (TLC), worker adviser; J. A. Laprès, Canadian Construction Association representative, employer adviser; Pat Conroy, Canadian Labour Attaché at Washington, government adviser; Harry Taylor, Canadian Manufacturers' Association representative, employer delegate; A. H. Brown, Deputy Minister of Labour, head of delegation; Claude Jodoin, TLC Vice-president, worker delegate; Hector Allard, government adviser; and Gérard Picard, General President, Canadian and Catholic Confederation of Labour, worker adviser; back row: W. K. McKee, Vice-president, Brotherhood of Maintenance of Way Employees, worker adviser; K. McIlwraith, government adviser; Paul Goulet, Assistant to the Deputy Minister of Labour and Director, ILO Branch, government delegate; S. M. Gossage, Canadian Chamber of Commerce representative, employer adviser; J. A. Brass, General Secretary, Railway Association of Canada, employer adviser; Donald S. Tysoe, Industrial Relations Officer, Department of Labour, government adviser; W. A. Campbell, CMA representative, employer adviser; Ian Campbell, National Co-ordinator of Civilian Rehabilitation, Department of Labour, government adviser; and J. P. Francis, Department of Labour, secretary to the delegation. H. A. Chappell, President, Canadian Brotherhood of Railway Employees and Other Transport Workers, is missing from the picture.

*—Photo by Kernen, Geneva*



**Harry Chappell**
Adviser to Workers' Delegate

On the proposal of its Finance Committee, the conference voted 197 to one, with three abstentions, to adopt a budget of $6,745,196 to finance the ILO's work in 1955. This sum exceeds the 1954 figure by $434,026. The United States employer delegate cast the single vote against its adoption.

## Director-General's Reply

In his reply to the debate on his report, Director-General Morse said that the ILO's accomplishments during the last 35 years resulted "largely because it has kept politics out of its technical activities".

The Director-General agreed that the recent adherence to membership by the Soviet Union, Byelorussia and the Ukraine raised problems; but, he said, it was "no time to recoil from the path towards universality". Rather it was the duty of the delegates, he said, to consider "how we may turn this new membership situation to advance the cause of peace.

"Before long," he continued, "we must come to grips with the issues proper to the fundamental purposes of the ILO.

"Our record of constructive co-operation on substantive problems of social policy must continue uninterrupted—our research, the work of setting agreed standards, our technical assistance which so many of you emphasized.

"We will continue to deal with forced labour questions.

"We will press forward with action to defend freedom of association. These are purposes for which the ILO exists. The pursuit of these will call for a full measure of mature objectivity and restraint, of passion for truth and justice—and of responsible democratic procedure. Our object must be to help men be free, not to make propaganda. Only thus can the issues be made clear to the whole world."

Turning to future opportunities for the ILO to promote and strengthen worker-employer relations, Mr. Morse said he intended to make labour-management relations a special theme in his report to next year's conference.

"I hope thereby," he said, "to initiate a new phase in ILO action, carrying our program a stage further. This program began with the traditional research and standard-setting work of the ILO. Research provides the raw material information on social conditions, and the standards approved by this conference lay down basic objectives for national policy on the various problems we have to deal with.

"Several years ago we moved into the technical assistance phase, as a means of helping governments overcome practical obstacles in the way of carrying out their social policies. These two phases are complementary, but they alone do not cover the whole of our field.

"Good labour-management relations are essential to give a full and sustaining life to the process of social betterment. This, I submit, is the third phase into which our program should now begin to move. It is a phase in which we will have to treat carefully and with due deliberation. It may well call for the adoption of new methods of action. But it should also offer the ILO new and greater opportunities for seeing its objectives attained throughout the world.

"In our approach to labour-management relations, the main emphasis, I am convinced—and many of your statements have strengthened this conviction—should be on the human factor. The essential thing is to give men a sense of purpose in their work. Only when men have this sense of purpose—only when they understand how by their work they contribute to the well-being of society—can they have that confidence in their own true worth which is the mark of freedom."

Concluding his address, Mr. Morse said: "Through these programs which I have mentioned briefly we have the essentials of

the ILO's purpose in the world. Now, when this Organization has a more extensive membership than ever before, is the time to turn forcefully to the essentials in our task.

"We live in a time when failure or unwillingness to face the realities of life across the council table may ultimately mean to face the awful realities of war."

## Text of Recommendation Concerning Holidays with Pay

Following is the text of Resolution No. 98, concerning Holidays with Pay, adopted at the 37th general conference of the International Labour Organization:—

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-seventh Session on June 2, 1954, and

Having decided upon the adoption of certain proposals with regard to holidays with pay, which is the seventh item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this Twenty-third day of June of the year One thousand nine hundred and fifty-four the following Recommendation, which may be cited as the Holidays with Pay Recommendation, 1954:

The Conference recommends that the following provisions should be applied and that each Member should report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto.

1. (1) Having regard to the variety of national practices, the provisions of this Recommendation may be given effect by means of public or voluntary action, through legislation, statutory wage fixing machinery, collective agreements or arbitration awards, or in any other manner consistent with national practice, as may be appropriate under national conditions.

(2) The adoption of any procedures specified in subparagraph (1) should not prejudice the particular concern of governments to call into action all appropriate constitutional or legal machinery when voluntary action, action by employers' and workers' organizations or collective agreements do not give speedy and satisfactory results.

2. The followng forms of action might be considered, *inter alia*, by the competent authority in the various countries, wherever appropriate:

(a) encouraging the provision of holidays with pay through collective agreements freely concluded by both parties participating in collective bargaining machinery;

(b) assisting employers' and workers' organizations to establish joint voluntary machinery, or establishing, where necessary, statutory machinery, which would, *inter alia*, be competent to determine annual holidays with pay in a particular trade or activity;

(c) granting powers in the field of annual holidays with pay to existing statutory wage fixing bodies where these bodies do not already possess such powers;

(d) collecting detailed information regarding provisions governing annual holidays with pay, and making such information available to employers' and workers' organizations.

3. The Recommendation applies to all employed persons, with the exception of seafarers, agricultural workers and persons employed in undertakings or establishments in which only members of the employer's family are engaged.

4. (1) Every person covered by this Recommendation should be entitled to an annual holiday with pay. The duration of the annual holiday with pay should be proportionate to the length of service performed with one or more employers during the year concerned and should be not less than two working weeks for twelve months of service.

(2) The appropriate machinery in each country may, where appropriate, determine—

(a) the number of days which a worker should have worked to become eligible for the annual holiday with pay or for a proportion thereof;

(b) the method of calculating the period of service of a worker in a particular year for the purpose of determining the annual holiday with pay to be taken by him in respect of that year.

(3) It should be left to the appropriate machinery in each country to provide that, where employment ceases before the worker has completed the service necessary to become eligible for an annual holiday with pay in accordance with the provisions of subparagraphs (1) and (2) above, he should be entitled to a holiday with pay proportionate to the period of service performed or to compensation in lieu thereof or to the equivalent holiday credit, whichever is the more practicable.

5. The appropriate machinery in each country should determine the days such as public or customary holidays, days of weekly rest, days of absence from work on account of accident at work or sickness, and periods of rest occasioned by pre- and post-natal care which are not to be counted as days of holiday with pay for the purpose of these provisions.

6. It should be left to the appropriate machinery in each country to determine whether the duration of the annual holiday with pay should increase with length of service or by reason of other factors.

7. (1) Interruptions of work during which the worker receives wages should not affect entitlement to or the duration of the annual holiday with pay.

(2) Interruptions of work which do not give rise to a termination of the employment relationship or contract should not affect any entitlement to a holiday with pay which has been accumulated prior to the interruption.

3. The appropriate machinery in each country should determine the manner in which the principles set out in subparagraphs

(1) and (2) above should be applied to interruptions of work occasioned by—

(a) sickness, accident and periods of rest occasioned by pre- and post-natal care;

(b) absences on accounts of family events;

(c) military obligations;

(d) the exercise of civic rights and duties;

(e) the performance of duties arising from trade union responsibilities;

(f) changes in the management of the undertaking;

(g) intermittent involuntary unemployment.

8. The entitlement of a worker to the annual holiday with pay and the duration of such holiday should not be affected by interruptions occasioned by pregnancy and confinement if the worker concerned resumes employment and if her absence does not exceed a specified period.

9. (1) There should be consultation between employers and workers regarding the time when the annual holiday with pay is to be taken. In determining this time the personal wishes of the worker should be taken into consideration as far as possible.

(2) The worker should be notified of the date at which the annual holiday with pay is to begin sufficiently in advance so that he can make use of his holiday in an appropriate manner.

10. Young workers under eighteen years of age should receive a longer period of annual holiday with pay than the minimum provided for in Paragraph 4.

11. Every person taking an annual holiday with pay should receive in respect of the full period of the holiday, at the minimum, either—

(a) the remuneration determined for such holiday period by collective agreements, arbitration awards or national laws and regulations; or

(b) his normal remuneration, as prescribed by national laws or regulations or by any other means established by national practice, including the cash equivalent of his remuneration in kind, if any.

12. It should be left to collective agreements, arbitration awards, or national laws and regulations, to prescribe the system of holiday records which should be maintained and the particulars which should be included in such records, as may be necessary for the proper administration of provisions or regulations concerning annual holidays with pay.

13. Preliminary consultation, in such a manner and to such an extent as may be consistent with national laws and practice, should take place between representative organizations of employers and workers and the competent authorities prior to the framing of laws or regulations governing annual holidays with pay.

14. Representative organizations of employers and workers should be given an opportunity to participate on a basis of complete equality in the operation of bodies entrusted by national laws or regulations with the determination of annual holidays with pay or in the implementation of regulations concerning annual holidays with pay, or should be consulted or have a right to be heard in such a manner and to such an extent as may be consistent with national laws and practice.

## ILO Increases Emphasis on Labour-Management Relations

Increasing emphasis is being placed upon the field of labour-management relations by the International Labour Organization, David A. Morse, ILO Director-General, told the United Nations Economic and Social Council July 15. Mr. Morse said the ILO could play "an increasingly useful part in this phase of work which is of vital importance in the whole economic and social field" by drawing on the views of employers' and workers' organizations. The Director spoke in introducing the ILO's annual report to the UN.

Referring to the Organization's operational work, the Director noted that what could be done under the Expanded Technical Assistance Program depended upon what had been requested by the underdeveloped countries and on available resources. In this connection he added that "it is of the greatest importance that we have some firm assurance of the resources at our disposal over a given period of time".

Discussing forced labour and freedom of association, Mr. Morse stated that recent ILO decisions implied an increased attack upon forced labour practices of an economic nature, an intensified effort to secure the application of ILO standards and a revision of these standards when necessary. He noted that the very existence of machinery for the investigation and conciliation of disputes arising from allegations of the violation of freedom of association was "itself a deterrent to abuses". The operation of such machinery had had "a steady influence favouring respect in practice for freedom of association" but its accomplishment depended upon the co-operation of the governments and trade unions concerned, the ILO Director noted. Respect for human rights could not be secured on any sound and lasting basis solely by protective measures, he added.

Mr. Morse concluded his remarks as follows: "Our job of promoting respect for human rights will not be complete, unless we help foster the conditions in which freedom can flourish, the institutions through which men can work together in freedom, and the habit of overcoming problems by mutual co-operation".




Many LMPC bulletin boards took on a more colourful appearance during June when the first in the 1954 series of posters issued by the Labour-Management Co-operation Service made its appearance. Accompanying each poster is a pay envelope stuffer which enlarges on the poster's message.

A sample of the current poster and stuffer is sent to each LMPC on the list maintained by the Department of Labour. Quantity orders may then be placed. No charge is made for this service.

This year's stuffers tend more towards a short snappy message, rather than the more lengthy explanatory type previously used. This should appeal to the average reader.

All of the posters are attractively printed in colour and are approximately 13 inches by 10 inches in size. The importance of some problem faced by LMPCs is stressed in each. Included in the subjects dealt with are good housekeeping, absenteeism, safety, fire prevention and conservation.

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More than 50 representatives of labour and management attended the 28th annual system meeting of the Union-Management Co-operative Movement, Mechanical Section, Canadian National Railways, held in Montreal recently. Top executives of the railway and the unions met to discuss the system-wide system of co-operation which has been successfully carried on since 1926.

The Chairman of the meeting was A. C. Melanson, Chief of Motive Power and Car Equipment, and the labour delegation was headed by J. J. Cuppello, Montreal, President, CNR System Federation No. 11, and H. Smith, Montreal, President and Secretary-Treasury of Division No. 4 AFL. Donald Gordon, C.M.G., CNR President, addressed the meeting.

During 1953, 814 regional co-operative meetings were held and 1,157 different subjects reviewed. Of these, 837 recommendations were adopted, 74 were dropped and the rest are either pending or deferred to a later date. This means that more than 72 per cent of committee recommendations became effective.

Under the chairmanship of R. O. Steward, System Chief Engineer, approximately 50 CNR management and labour representatives met in Montreal for the 23rd annual meeting of the Maintenance of Way Section, Union-Management Co-operative Movement. Labour delegates from across the country were headed by F. P. Donovan, Winnipeg, and J. E. Roy, Ottawa, General Chairmen of the Brotherhood of Maintenance of Way Employees. Vice-president of Operations S. F. Dingle addressed the meeting.

A total of 1,264 items was discussed in the 138 labour-management meetings held in 1953. Of these, 63 per cent originated with the employees and 37 per cent with management. Subjects discussed ranged from improved tools and housing conditions to rules, safety, first aid and fire prevention.

* * *

Due to the effective work of the Employee-Management Co-operation Committee, the work of claims prevention at the Montreal Terminal of the Canadian National Express has produced effective results. Items published in two recent editions of the *Mount Royal News* discussed this work. The *Mount Royal News* is the monthly news sheet of Division No. 39, Canadian Brotherhood of Railway Employees and Other Transport Workers, the bargaining agent.

The items said:—

"The figures indicate that our EMCC (i.e. LMPC), Claims Prevention Committee and our members have really gone to town on this issue with the result that there has been a tremendous drop in the costs of claims.

"This group of our fellow workers have really got down to cases, have tackled their job with earnestness and vigour. It is now paying results after a long time of seemingly wasted effort. But persistence and co-operation have won out and the faith that some of our people had that this could work has been fully justified."

Establishment of Labour-Management Production Committees (LMPC's) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPC's, the Service provides publicity aids in the form of booklets, films and posters.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during June. The Board issued five certificates designating bargaining agents, issued Reasons for Judgment in two applications for certification, ordered one representation vote, and allowed the withdrawal of one application for certification. During the month, the Board received one application for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



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### Applications for Certification Granted

1. Brotherhood of Railroad Trainmen, on behalf of a unit of conductors and assistant conductors employed by the Quebec Central Railway (L.G., June, p. 814).

2. Sherbrooke Printing Syndicate, Inc., on behalf of a unit of employees of La Tribune Ltée. (Radio Station CHLT), Sherbrooke, Que. (L.G., May, p. 669).

3. Sherbrooke Printing Syndicate, Inc., on behalf of a unit of employees of Sherbrooke Telegram, Printing and Publishing Company Limited (Radio Station CKTS), Sherbrooke, Que. (L.G., May, p. 669).

4. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive firemen, firemen-helpers, hostlers and outside hostler helpers employed on the Canada Southern Division of the Michigan Central Railroad Company (New York Central Railroad, Lessee) (L.G., June, p. 814).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of licensed personnel employed by Anticosti Shipping Company, Montreal, Que. (L.G., July, p. 992).

### Representation Vote Ordered

Canadian Merchant Service Guild Inc., applicant, and Transit Tankers and Terminals Limited, Montreal, Que., respondent, and Local 13735, United Mine Workers of America, District 50, Region 75, intervener (deck officers) (L.G., July, p. 992). The names of the applicant and intervener will appear on the ballot.

### Application for Certification Withdrawn

The Eastern Townships Telephone Operators' Union, applicant, and the Bell Telephone Company of Canada, respondent (L.G., June, p. 814).

### Application for Certification Received

West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel of Pacific Towing Ltd., Vancouver, B.C. (Investigating Officer: G. R. Currie).

### Reasons for Judgment Issued

The Board issued Reasons for Judgment in applications for certification affecting the Brotherhood of Locomotive Firemen and Enginemen, applicant, and Michigan Central Railroad Company, Canada Southern Division (New York Central Railroad, Lessee) and Wabash Railroad Company, Buffalo Division, Lines East of Detroit, respondents, and Brotherhood of Locomotive Engineers, intervener (L.G., July, p. 991). The text of the Reasons for Judgment is reproduced below.

## Reasons for Judgment in Certification Applications affecting

**Brotherhood of Locomotive Firemen and Enginemen (applicant)**

*and*

**Michigan Central Railroad Company, Canada Southern Division (New York Central Railroad, lessee) and Wabash Railroad Company, Buffalo Division (lines east of Detroit) (respondents)**

*and*

**Brotherhood of Locomotive Engineers (intervener)**

The Board consisted of Mr. C. Rhodes Smith, Chairman, and Messrs. W. L. Best, J. A. D'Aoust, A. J. Hills, A. R. Mosher and A. C. Ross, members.

These are two applications for certification as bargaining agent by the Brotherhood of Locomotive Firemen and Enginemen for units of locomotive engineers employed by the respondent companies in their railway operations in Canada.

The greater part of the railway undertakings affected by these proceedings are in the United States but both railway operate between Detroit, Mich., and Buffalo, N.Y., by way of Southwestern Ontario in Canada.

The locomotive engineers in the two units applied for reside in Canada and perform their duties in Canada, though in some few cases their runs extend across the international boundary line between the United States and Canada. Through their employment by United States railway companies, the locomotive engineers employed in Canada have been brought under the United States Railroad Retirement Act and the Railroad Unemployment Act, and receive the same rates of pay as locomotive engineers employed by the respondents in their United States operations.

The respondent Companies have each notified the Board that they do not wish to intervene to contest these applications for certification.

The Brotherhood of Locomotive Engineers has intervened to contest the applications and has submitted both written and oral representations against the applications. The intervener has argued that for many years the two units of locomotive engineers embraced in the applications have been represented by the Brotherhood of Locomotive Engineers and have been included respectively in two system-wide units of locomotive engineers employed by the respondent Companies in both the United States and in Canada, and that the granting of these applications will result in comparatively small groups of locomotive engineers being separated from such long-established and appropriate international bargaining units.

In arguing that units confined to Canadian locomotive engineers would not be appropriate, the intervener has set forth that there is no logical basis for the applications, as on these railways a locomotive engineer, regardless of his organizational affiliation, has the right to have the applicant represent him in the adjustment of grievances, if he so desires, and that confusion in international railway operations will result if as the result of certification proceedings a dividing line is drawn at the international boundary for purposes of representation in collective bargaining.

The intervener contends that for these reasons and the fact that the Canadian employees of the respondents have benefited materially through their past collective bargaining association with the United States employees in common bargaining units represented by the intervener, the applications for certification should not be granted and the existing recognized bargaining units should be allowed to remain undisturbed.

In 1945, the Wartime Labour Relations Board (National), the predecessor of this Board, dealt with similar representation proceedings involving road train conductors employed in Canada by the two respondents and also the Père Marquette Railroad Company (Canadian Division). In those proceedings the applicant was the Brotherhood of Railroad Trainmen and the applications were contested by the Order of Railway Conductors, the organization which was bargaining for system-wide units of road train conductors employed in both Canada and the United States.

The Wartime Board gave reasons for judgment in the 1945 proceedings (CLS 7-582) and ordered votes of the employees affected with the names of both organizations on the ballot. The conditions and circumstances surrounding the applications before the Wartime Board in 1945 were practically identical with the conditions and circumstances surrounding the applications here under consideration. The position was then, and still is, that the United States National Mediation Board, because its territorial jurisdiction is confined to the United States, can not allow Canadian employees to participate in representation proceedings before it, and Canadian railway employees can not have grievances processed before the United States National Railroad Adjustment Board. To meet this latter situation, the Wartime Board in April 1946, on an application participated in by the applicant and internever here, established a grievance procedure for certain classes of Canadian railway employees of the Wabash Railroad Company (CLS 7-624).

This instance is cited to make it clear that, even though some conditions of employment of United States railway employees have been applied to the Canadian employees here involved, there are instances where these Canadian employees cannot avail themselves of the provisions of United States legislation and, therefore, should have access to the benefits afforded by Canadian legislation. The intervener itself recognized this fact in participating in the 1946 application for the grievance procedure referred to above.

It is beyond question, and the intervener has not argued otherwise, that the employees affected in these proceedings are within Canadian territorial jurisdiction and within the scope of the Industrial Relations and Disputes Investigation Act. They are subject to the penalty provisions for breach of the Act and, therefore, have a right to the benefits or services given under the Act. To deny them the right to choose a bargaining agent because they have hitherto formed minority parts of bargaining units comprising both Canadian and United States employees would be to deny to them the rights conferred by Canadian labour relations legislation while requiring from them the duties prescribed in such legislation, though they can have no voice in representation proceedings involving them originating in the United States. Such a policy would mean that the larger United States portion of the international unit could keep or change its bargaining agent regardless of the wishes of the minority in Canada.

The converse disability would apply in the case of United States employees who formed parts of bargaining units, the larger portion of which comprised Canadian employees, if they were denied access



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to United States legislation. Such access is not denied as will be seen from the action taken by the United States National Mediation Board in Case No. R-1551, January 28, 1946, which involved certification proceedings initiated by the Order of Railway Conductors affecting road conductors employed in the United States by the Canadian Pacific Railway Company on its Eastern Lines in New England. In that case, the road conductors involved were represented by the Brotherhood of Railroad Trainmen, which also represented the far larger number of road conductors employed by the Company in Canada. The United States Board directed that a vote be taken of the road conductors "citizens of and domiciled in the United States".

While system-wide units are generally appropriate for collective bargaining on the national scene, internationally they lose the essence of that quality if the groups of employees in either country desire representation by separate or different bargaining agents. The different labour legislation of the two countries, and changes in such legislation, may dictate from time to time separate courses of action for the employees in Canada and those in the United States.

In the opinion of the Board it would be inequitable and not conducive to stable labour relations to so confine groups of employees forming minority parts of bargaining units which have hitherto bargained as international units. If such groups of employees should elect to change their bargaining agent, it may be that, as the intervener contends, some bargaining problems will arise at the points where the two units meet, but these should be adjusted in the same spirit of compromise and good faith between the two unions as should apply in collective bargaining generally.

The Board is of opinion that the units of locomotive engineers involved in these proceedings should be allowed to determine their choice of bargaining agent and, as in the 1945 proceedings, the units applied for have been found to be appropriate in the circumstances and votes of employees have been ordered with the names of both the applicant and the intervener on the ballots. The elections have been held and a majority of the employees in each unit have voted in favour of representation by the applicant. Accordingly the Board has granted certification in each case.

*(Sgd.)* C. Rhodes Smith,
*Chairman,*
*for the majority of the Board.*

I dissent:

*(Sgd.)* A. J. Hills,
*Member.*

J. G. McLean, Esq.
H. J. Brennan, Esq.
A. Ethier, Esq.
E. T. Shiplett, Esq.
W. S. Bell, Esq.
*for the Applicant.*

D. M. Fleming, Esq. QC
C. F. Grimes, Esq.
*For the Respondent, Michigan Central Railroad Company.*

J. B. Ward, Esq.
U. W. Carpenter, Esq.
C. J. Brabenac, Esq.
L. J. Anderson, Esq.
M. T. Barry, Esq.
*for the Intervener.*

Dated at Ottawa, June 23, 1954.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During June the Minister appointed conciliation officers to deal with the following disputes:—

1. Canadian Pacific Railway Company (SS *Princess Helene*) and Seafarers' International Union of North America, Canadian District (Conciliation Officer: H. R. Pettigrove).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers and Colonial Coach Lines Limited, Montreal, Que. (Conciliation Officer: R. Trépanier).

## Settlements Reported by Conciliation Officers

1. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: F. J. Ainsborough) (L.G., July, p. 992).

2. Canadian Pacific Railway Company (Sleeping Car Department) and Order of Railway Conductors of America (Conciliation Officer: R. Trépanier) (L.G., July, p. 992).

3. Lake of the Woods Milling Company Limited, Medicine Hat, and United Packinghouse Workers of America, Local 510 (Conciliation Officer: R. H. Hooper) (L.G., June, p. 815).

### Conciliation Boards Appointed

1. Gatineau Bus Company Limited, and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: R. Trépanier) (L.G., July, p. 992).

2. Lakehead Terminal Elevators Association, representing elevator companies at Fort William and Port Arthur, and Local 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. H. Hooper) (L.G., May, p. 670).

### Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in May to deal with matters in dispute between the Polymer Corporation Limited, Sarnia, and United Gas, Coke and Chemical Workers, Local 14 (L.G., July, p. 993) was fully constituted in June with the appointment of Eric G. Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister in the absence of a joint recommendation from the other two members, J. C. Richardes, Windsor, Ont., and A. Andras, Ottawa, who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in May to deal with matters in dispute between the Canadian Overseas Telecommunication Corporation (clerical employees), Montreal, and Local 272, Overseas Communication Union (L.G., July, p. 993) was fully constituted in June with the appointment of Prof. H. D. Woods, Montreal, as Chairman. Prof. Woods was appointed by the Minister on the joint recommendation of the other two members, C. H. Cheasley, Montreal, and A. Andras, Ottawa, who were previously appointed on the nomination of the company and union respectively.

### Strike Following Board Procedure

The Oshawa Railway Company (Canadian National Railways) and Division 1255, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., July, p. 993). The strike was elected in June following further negotiations between the company and union.

## NLRB Rules Unions Entitled to Payroll Figures

By a four to one vote the United States National Labour Relations Board ruled July 1 that an employer must furnish a union with complete payroll figures for collective bargaining purposes without requiring the union to prove it needs the information. The majority stated "it is sufficient that the information sought by the union is related to the issues involved in collective bargaining and ... no specific need as to a particular issue must be shown".

The Board in its ruling stated that in the case before it no proof had been offered to show that "the union's request would have placed an unwarranted and undue burden on the employer". The case arose when the employer concerned agreed to give the union its employees' names and a list of pay rates but without relating the individual's pay to his name.

In a case decided June 30, the Board unanimously ruled that an employer may refuse to bargain with a labour union that is operating a competing business. The ruling will affect unions that have invested surplus funds in banks, buildings and private businesses.

## Ontario Compensation Act Featured in U.S. Journal

An analysis of the Ontario Workmen's Compensation Act is contained in a feature article in the June issue of the *Monthly Labor Review*, official publication of the United States Department of Labor.

The article is adapted from a book entitled *The Theory and Practice of Workmen's Compensation* by Herman M. Somers and Anne R. Somers, to be published in September this year by John Wiley and Sons, Ltd.

The article analyses the background, coverage, benefits, financing, administration and safety aspects of the Ontario Act, which the authors claim is the best-known Canadian workmen's compensation law, and the most frequently cited in the United States.

# Union Security Provisions in Collective Agreements

**Some provision for union security made in 9 of every 10 agreements among 910 examined. Only 7 per cent of the 786,300 workers covered by agreements studied not covered by membership or check-off clause**

In approximately nine out of every ten agreements among 910 examined recently by the Economics and Research Branch, some provision was made for union security.*

The main union objective in bargaining security clauses is to insure the support of the largest possible number of the employees in the bargaining unit. Since both membership support and financial support are important to the union, security has two main aspects, one related to union membership, the other to the payment of dues. Through the collective agreement many unions endeavour to have the company employ, or retain in employment, only union members, either throughout the entire bargaining unit or a substantial proportion of it. Even more frequently unions will seek a check-off clause through which the employer will deduct union dues from the pay of employees and turn the funds over to the union.

Among the 910 agreements analysed, 21 per cent have requirements concerning the employment of union members, 37 per cent have a check-off provision, and 31 per cent provide both membership and dues check-off clauses. The agreements and workers covered by them can be broadly classified for union security as follows:—

The material in this section is prepared in the Economics and Research Branch of the Department.

The article dealing with union security, which begins on this page, is based on a sample of 1,000 collective agreements selected for analytical purposes from the Branch's files. Agreements from all industries, from the various geographical regions, from the various unions in each industry, and from bargaining units of various sizes, are included in the sample.

## Union Membership Clauses

Union security arrangements concerning the employer's freedom to hire or retain employees may take several forms. The employer may agree to hire and retain only union members. He may be free to hire whom he pleases but union membership obligations after hiring may be a condition of continued employment. Under other arrangements the employer may merely agree to give preference in employment to union members. The various union membership requirements on the employer may be classified as shown in the table at the top of the facing page.

| | Agreements | | Workers Covered | |
|---|---|---|---|---|
| | No. | % | No. | % |
| Membership clause only | 191 | 21 | 90,200 | 11 |
| Check-off clause only | 335 | 37 | 373,500 | 48 |
| Both membership and check-off clause | 284 | 31 | 264,000 | 34 |
| No membership or check-off clause | 100 | 11 | 58,600 | 7 |
| | 910 | 100 | 786,300 | 100 |

### Closed Shop

Where the closed shop exists all employees in the bargaining unit must be members of the contracting union and, as a rule, the employer must hire only union members. The hiring restriction may usually be relaxed only if union members

*For this particular study, 910 agreements from the 1,000-agreement sample were analysed. The remaining 90 agreements were out of date at the time the article was prepared. An earlier study of union security, dealing with the manufacturing industries only, appeared in the October 1951 Labour Gazette, p. 1359.

| | Agreements | | Workers Covered | |
|---|---|---|---|---|
| | No. | % | No. | % |
| Closed shop | 112 | 12 | 60,900 | 8 |
| Union shop | 115 | 13 | 75,700 | 9 |
| Modified union shop | 131 | 14 | 87,900 | 11 |
| Maintenance of membership only | 76 | 8 | 92,800 | 12 |
| Option of joining union or paying dues | 18 | 2 | 21,300 | 3 |
| Preferential hiring only | 23 | 3 | 15,600 | 2 |
| No union membership provision | 435 | 48 | 432,100 | 55 |
| | 910 | 100 | 786,300 | 100 |

are not available for employment. In such circumstances non-union members taken on are required to join the union or they may be replaced by union members as they become available. The closed shop involves relatively few workers in the sample, since it is most often found for craft workers where union membership indicates a certain degree of trade qualification on the part of the worker and large groups of unskilled workers are not employed at one time. Closed shop agreements are most commonly found in the construction industry, the printing trades, and in clothing manufacturing. The following are examples of closed shop clauses:—

I

The employer shall employ only members of the Union. In the event that the local union is unable to supply suitable union members, the parties of the second part shall be at liberty to hire other men. Employees who are not members of the Union must become members thereof within 30 days from the date of employment or be discharged.

II

(1) The Employers shall, subject to the provisions of subsection (3) of this clause, engage and retain in their employ only workers who have been furnished by the Union and who are members in good standing of the Union.

(2) Subject to the provisions of subsection (3) of this clause no new worker shall be engaged by any employer unless and until such worker presents to the Employer a working card properly signed by the responsible official of the union directing such worker to the place of business of such employer.

(3) If the Union is unable to supply to an employer, within forty-eight hours after he . . . submits a request therefor to the Union, such help as he may require, the Employer may engage persons who are not members of the Union, provided that such employees shall become members of the Union within two weeks of the date upon which they commence their employment, upon the request of the Union.

### Union Shop

As under a closed shop, a union shop agreement requires all employees to become union members. No direction is, however, given to the employer as to whom he shall hire. He is entirely free to employ non-union workers but they must join the union within a specified period after being employed. The employer must discharge any who fail to do so. As compared with the closed shop, the union shop is more often found in bargaining units having a turnover of unskilled and semi-skilled workers who may or may not have had previous contact with the union. Union shop clauses may be worded along the lines of the following examples:—

I

The parties mutually agree that all employees at present employed and all employees hereinafter employed in the said "Unit", shall, from the date of this agreement, or within 30 days of employment, become and remain a member in good standing of the Union, for the life of this Agreement.

II

The Employer agrees that all employees in the bargaining unit who have served the four weeks probationary period shall become and remain Members of the Union, in good standing, as a condition of employment.

### Modified Union Shop

A modified form of union shop, common in agreements, exempts from compulsory membership all employees who are not union members at the time the agreement comes into force, but requires all those taken on subsequently to join the union. Maintenance of membership for those already members may or may not be mentioned. Two sample modified union shop clauses are:—

I

All new employees hired by the Company on or after this date shall become members of the Syndicate and shall start paying their dues ninety days after being hired and the Syndicate agrees to accept as members all such new employees.

II

Every employee who is now or hereafter becomes a member of the Union shall maintain his membership in the Union as a condition of his employment and every new employee whose employment commences hereafter shall, within (30) days after the commencement of his employment, apply for and maintain membership in the Union as a condition of his employment.

### Maintenance of Membership

In addition to those agreements which provide for maintenance of membership along with a modified union shop, a larger number of agreements provide solely for maintenance of membership. In such

cases employees are under no obligation to join the union. However, those who do, must, as a condition of continued employment, maintain their union membership throughout the life of the contract. In some agreements of this kind an "escape period" is allowed, usually at the end of the term of the agreement, and occasionally at the beginning of the term.

I

It is agreed that all employees now members of the Union, or who may become members of the Union, or are reinstated to membership, shall as a condition of employment, maintain their membership in good standing.

II

It is a condition of employment that any employee, who, at the date of this agreement was a member of the union in good standing, or who becomes a member after that date, shall maintain such membership during the term of this agreement; provided, however, that he may resign from membership in the Union within fifteen days immediately preceding the expiry date of this Agreement and his employment shall not be thereby affected.

III

Every present employee who is a member of the Union shall be given a period of fifteen (15) days from the date of the signing of this Agreement or the date upon which the Agreement is posted as hereinafter provided, within which to elect in writing to be filed with the Company and the Union Committee to withdraw from the Union. If he does not elect to withdraw from the Union then the continuance of his membership during the life of the Agreement shall be a condition precedent to his retaining his employment with the Company.

**Optional Clause**

A small number of agreements require all employees who are not members of the union either to join or, as an alternative, to pay union dues, and sometimes initiation fees as well. The following is a sample of this type of clause:—

Personnel hired who are not members of the Union, will be required, as a condition of employment, either to join the Union and to continue as members thereof during their employment or, in the alternative, to tender to the Union one month's dues as well as the initiation fees as presently established and to pay subsequent monthly dues as required of Union Members and failure to pay arrears of monthly dues at pay-off shall be a bar to further employment until such arrears are paid.

**Preferential Hiring**

Some union membership clauses specify only that the employer must give preference to members of the contracting union when hiring employees. Preferential hiring is frequently found in conjunction with other membership clauses such as the union shop, but it appears in the tables in this study only where it is the sole type of union membership directive on the employer. However, preferential hiring combined with union shop was also found in 16 agreements covering 13,500 workers; combined with modified union shop in 22 agreements affecting 33,600 workers; combined with maintenance of membership in 9 agreements covering 5,800 workers; and combined with the option of joining the union or paying dues without joining, in 9 agreements affecting 6,200 employees. Thus, a total of 56 agreements covering 59,100 workers had preferential hiring clauses, in addition to the 23 agreements and 15,600 workers covered, shown in the table, in which preferential hiring was not coupled with any other membership requirement.

## Check-off Clauses

Check-off provisions may be divided broadly into voluntary and compulsory types.

Under a voluntary check-off clause, an employee must sign an authorization before the check-off becomes effective in his case. Under some types of voluntary plan he may have the right to revoke his authorization later; either at any time or only during a short period before the anniversary, renewal or termination date of the contract. Alternatively, the check-off may be irrevocable during the life of the agreement.

On the other hand, a compulsory check-off leaves no choice to the individual; nor may he revoke the check-off. The check-off may apply to union members only or to all employees in the bargaining unit.

The following table shows the frequency with which the various forms of check-off were found in the sample of agreements:—

| | Agreements | | Workers Covered | |
|---|---|---|---|---|
| | No. | % | No. | % |
| Voluntary revocable | 106 | 12 | 114,700 | 14 |
| Voluntary irrevocable | 122 | 13 | 91,900 | 12 |
| Voluntary and revocation not provided | 92 | 10 | 82,700 | 10 |
| Compulsory for union members | 19 | 2 | 14,600 | 2 |
| Compulsory for all employees in the bargaining unit | 241 | 27 | 281,300 | 36 |
| Compulsory for some categories and voluntary for others | 39 | 4 | 52,300 | 7 |
| No provision | 291 | 32 | 148,800 | 19 |
| | 910 | 100 | 786,300 | 100 |

Sample voluntary-revocable and voluntary-irrevocable check-off clauses are:—

I

Upon the receipt of a written request from any employee forwarded through the Secretary of the Union, the Company agrees to deduct such employee's monthly union dues from his pay and to transmit the dues so deducted to the duly accredited official of the Union. Any such employee shall at any time be at liberty to cancel his request for such deduction upon giving notice in writing to the Company through the Secretary of the Union.

II

No employee shall as a condition of employment or otherwise be obliged to sign any such authorization card but once an employee has voluntarily authorized the Company to deduct Union dues as herein provided, such employee shall not be entitled to cancel such authority prior to the expiration date of this Agreement while he remains in the employ of the Company.

A compulsory check-off is usually, as the tables show, compulsory for all employees in the bargaining unit. It may occur in agreements in which union membership is a requirement, that is, in closed or union shop agreements. It is also found, however, in agreements where union membership is not a requirement.

In a few agreements a compulsory check-off applies to union members only, and occasionally only employees hired after a specified date are subject to a compulsory check-off.

Check-offs compulsory for all employees fall into two main categories. The first is that known as the Rand Formula. This consists of the conditions contained in the decision of Mr. Justice Rand, who was arbitrator in a dispute between the Ford Motor Company of Canada and the United Automobile Workers of America, the main principle of which was that union dues be deducted from the pay of all employees in the bargaining unit whether or not they are members of the union. The formula includes a stipulation that it shall apply to regular union dues only, excluding initiation fees or other assessments; it lays down penalties for unauthorized strikes and picketing, and provides for voting with regard to strike action and union representation. The full text of this award was published in the Labour Gazette, 1946, p. 123. A number of agreements contain the full terms of the award. In others, the formula is modified to provide for the compulsory check-off without all of the restricting and penalty features.

The other category simply applies a compulsory check-off for all employees in the bargaining unit without any of the other features of the Rand Formula. Sometimes it is combined with a compulsory membership clause and sometimes it is not.

The following sample clauses illustrate three types of compulsory check-off: (1) compulsory for union members only; (2) compulsory for employees hired after a certain date; and (3) compulsory for all employees where union membership is not compulsory:—

I

The Company shall deduct Union dues of —per week from all employees of the Company who are members of the Union and shall submit same to the local union by cheque payable to the Financial Secretary of the local union, together with a list of names and check numbers of the employees on whose behalf the dues were deducted.

II

The Union and the Company agree each with the other of them: (a) that all employees, excepting students temporarily employed, who are hired on or after May 8, 1950, and during the term of this Agreement will be required as a term of their employment, and within thirty days after the date of commencement of employment to assign to the Union, through payroll deductions, an amount of money equal to the monthly Union dues, and for such purpose to sign an "Authorization to Deduct Union Dues" in the form provided (Agreement effective April 1, 1952).

The Company agrees to a compulsory check-off respecting all employees of the Company. The amount to be deducted from each such employee's wages each month shall not exceed the amount of the dues of those employees who are members of the Union or Two Dollars and Fifty Cents (whichever is the lesser).

## Both Membership and Check-off Clauses

Although substantial numbers of the agreements have either some type of "shop" or check-off provision, the two aspects of union security are commonly found together. Six out of every ten contracts having a membership requirement, also provide for a check-off of union dues. The accompanying full-page table shows the relationship between the various types of union membership clauses and check-off provisions.

Note that check-off provisions are infrequent where closed shops exist. This can be explained by the fact that closed shops are most commonly found among comparatively small units of craft workers. In such circumstances the collection of dues presents little problem to the union. In larger industrial units not having a check-off, the collection of dues becomes a problem to the union even though a compulsory membership clause may be included in the contract. Therefore, in bargaining units of this type, many unions will seek a check-off regardless of whether or not they have a clause concerning membership requirements. Since the Rand Formula

## UNION MEMBERSHIP AND CHECK-OFF PROVISIONS IN COLLECTIVE AGREEMENTS AT MAY 1, 1951

(From an examination of a sample of 910 agreements)

| Type of check-off | Closed Shop | | Union Shop | | Modified Union Shop | | Maintenance of Membership only | | Option of Joining Union or Paying Dues | | Preferential Hiring Only | | No Union Membership Provision | | Totals | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered |
| No check-off | 85 | 41,400 | 37 | 12,900 | 40 | 19,200 | 7 | 1,200 | 9 | 8,500 | 13 | 7,000 | 100 | 58,600 | 291 | 148,800 |
| Voluntary revocable | ..... | ..... | 11 | 9,200 | 17 | 4,100 | 15 | 44,300 | 2 | 400 | 3 | 400 | 58 | 56,300 | 106 | 114,700 |
| Voluntary irrevocable | ..... | ..... | 11 | 4,100 | 22 | 10,200 | 3 | 1,300 | 1 | 100 | 2 | 6,900 | 83 | 69,300 | 122 | 91,900 |
| Voluntary, revocation not provided for | 8 | 9,400 | 24 | 24,300 | 22 | 33,500 | 13 | 5,400 | 2 | 1,400 | 2 | 800 | 21 | 7,900 | 92 | 82,700 |
| Compulsory for union members only | ..... | ..... | ..... | ..... | 8 | 3,400 | 5 | 9,500 | ..... | ..... | ..... | ..... | 6 | 1,700 | 19 | 14,600 |
| Compulsory for all employees in the bargaining unit | 19 | 10,100 | 32 | 25,200 | 16 | 11,800 | 26 | 21,500 | 4 | 10,900 | 2 | 300 | 142 | 201,500 | 241 | 281,300 |
| Compulsory for some categories of employees, voluntary for others | ..... | ..... | ..... | ..... | 6 | 5,700 | 7 | 9,600 | ..... | ..... | 1 | 200 | 25 | 36,800 | 39 | 52,300 |
| Totals | 112 | 60,900 | 115 | 75,700 | 131 | 87,900 | 76 | 92,800 | 18 | 21,300 | 23 | 15,600 | 435 | 432,100 | 910 | 786,300 |
| Per cent of total agreements examined and workers covered | 12·3 | 7·7 | 12·6 | 9·6 | 14·4 | 11·2 | 8·4 | 11·8 | 2·0 | 2·7 | 2·5 | 2·0 | 47·8 | 55·0 | 100·0 | 100·0 |

decision in 1945, an increasing number of unions have sought a compulsory check-off for all employees in the bargaining unit, both union and non-union. The table shows that in more than 15 per cent of the agreements analysed this type of clause is the sole union security provision in the contract.

# Collective Agreement Act, Quebec; Industrial Standards Acts, New Brunswick and Ontario

During June, certain changes in minimum wage rates and working conditions were made obligatory by Orders in Council under the Collective Agreement Act, Quebec. Six Orders in Council provided wage increases, as well as minor changes in hours, statutory holidays, vacations with pay, etc.; one granted a reduction in weekly hours; the cloak and suit manufacturing industry agreement throughout the province was renewed without change.

In the construction industry at Sorel, a new agreement is now in effect with a scale of minimum rates similar to those previously in force; weekly hours remain at 48 but are now distributed throughout a 5½-day week instead of 6, as previously. In addition, the new agreement provides for changes in territorial jurisdiction, payment of Zone I rates to employees working in Zone II, under specified conditions, establishment of shift system and revision of the vacation with pay provision.

In the construction industry at Hull, a new minimum scale of hourly rates (last complete schedule in 1952) provides increases for most trades ranging from 10 to 25 cents per hour; a few rates were unchanged; weekly rates for permanent employees are increased by $12.60 for labourers and $20.60 for tradesmen; overtime in Zone I is prohibited except in certain cases of an emergency nature, or subject to permission.

In hardware, paint and building material stores at Quebec, weekly hours are reduced from 51 to 48.

In longshore work (ocean navigation) at Montreal, minimum hourly rates for checkers and coopers are increased by from 5 to 7½ cents per hour; for longshoremen and shipliners by from 7 to 10½ cents per hour. The general longshore rate for day hours is now $1.78 per hour. In addition, all work on Good Friday is now payable at double time.

***Under the Industrial Standards Acts:*** In New Brunswick, a new schedule made binding for carpenters in the Saint John-Lancaster Zone increases the hourly minimum rate from $1.50 to $1.53 per hour.

In Ontario, new schedules were made binding for carpenters at Owen Sound and for plumbers at Windsor, replacing those which had last been gazetted in 1951. These new schedules provide an increase of 10 cents per hour for carpenters at Owen Sound and of 40 cents per hour for plumbers at Windsor.

## Third of British Workers under Payments by Results System

One worker in every three in Great Britain is covered by a system of payments by results, a recent survey by the Ministry of Labour shows.

Payments by results is the system by which payments vary according to the output of individuals, groups or departments. Nearly 62,500 manufacturing and non-manufacturing firms in the country employing about 6,750,000 workers use the system. The only major industries not covered are coal-mining and railways.

Since 1938, the numbers paid by results in industry have increased considerably, with men and girls affected more than any other groups of workers. Before the Second World War only 18 per cent of the men and 27 per cent of the girls at work were paid according to output. Now the percentages for both these groups have risen to 29 and 37 respectively. More boys are now paid by results, although the increase from 21 to 22 per cent is smaller. Only among women has the percentage dropped—from 46 to 42, although the actual number of women paid in this way is greater as there are more women in industry.

Among firms with more than 1,000 workers, nine in ten have some system of the kind which covers about half their workers. In firms with fewer than 100 workers, such methods cover a far smaller proportion of the labour force.

Payment by results is much more common in directly productive industries than in service industries. In manufacturing two workers in five are covered; in textiles, engineering and the metal industries, more than one worker in every two. On the other hand, in such service industries as gas, water and electricity, only two workers in every 100 are paid on this basis.

# Labour Legislation in Ontario in 1954

**Labour Relations Act amended; time limits for conciliation procedure reduced, trade councils allowed to bargain on behalf of member trade unions. New Act designed to prevent accidents in trench excavation**

At the session of the Ontario Legislature which began on February 11 and prorogued April 6, the Labour Relations Act was amended and new legislation was passed aimed at the prevention of accidents in trench excavation work.

The expenditure which the Workmen's Compensation Board may make each year for rehabilitation purposes was doubled.

Minor changes were made in the Elevators and Lifts Act, the legislation passed in 1953 and proclaimed in force June 17, 1954 to provide for the licensing of elevator and lift operators throughout the province and set standards for safe operation. New inspection requirements for the prevention of air-line explosions were added to the Mining Act.

A new provision in the legislation under which allowances are paid to disabled persons authorizes an agreement to be made with the federal Government under which the costs of the pensions will be shared equally. The education Acts and the child welfare legislation were completely revised and some slight changes were made in the legislation providing for mothers' allowances.

A new law prohibits discrimination on grounds of race, colour or creed in any place to which the public is customarily admitted.

## Industrial Relations

Substantial amendments were made to the Labour Relations Act this year, the first since the Act was passed in 1950. The principal changes reduce the time limits within which certain steps must be taken under the Act in order to expedite collective bargaining and conciliation proceedings, empower the Minister of Labour to refuse to appoint a conciliation board, and provide for the recognition of councils of trade unions as bargaining agents. Other amendments give the Labour Relations Board certain additional powers in connection with the certification of bargaining agents.

The Act now makes provision for bargaining and the signing of a collective agreement by a "council of trade unions" on behalf of its member trade unions. "Council of trade unions" is defined as including an allied council, a trades council, a joint board and any other association of trade unions. The Minister explained that this amendment would especially benefit the construction industry, where many unions were endeavouring to negotiate as trades councils. He made it clear, however, that such recognition did not give councils the right to apply for certification under the legislation. In a further amendment it is provided that it is not necessary for each individual union belonging to the trades council or the employees of each individual employer in an employers' association to be represented on the bargaining committee.

A collective agreement between a council of trade unions and an employer or an employers' organization is binding on each of the trade unions individually and if any one of the group of trade unions ceases to be a member of the council it will, during the remainder of the term of the agreement, be deemed to be a party to a like agreement with the employer or the employers' organization, as the case may be. When the trades council begins bargaining with the employer, it must furnish him with a list of the unions on whose behalf it is bargaining. If it fails to do so, it will be deemed to bargain for all its members or affiliates except any union which has notified the employer, either itself or through the trades council, that it will not be bound by a collective agreement between the council of trade unions and the employer.

Under the Act the Labour Relations Board has authority to determine the appropriateness of the bargaining unit. A new provision—one which does not appear in any other labour relations legislation in Canada—empowers the Board, on

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

receipt of an application for certification, to conduct a vote to determine the wishes of the employees as to the appropriateness of the bargaining unit.

A further change permits the Board to include in a craft unit "persons who according to established trade union practice are commonly associated in their work and bargaining with such group". In explaining the intent of this amendment, the Minister stated that it would, for example, allow the inclusion in a unit of operating engineers of the coal shovellers who normally work with them.

The amending Act also replaced the section dealing with security guards, making it apply to collective bargaining as well as to certification. At present the certification of a union containing guards is prohibited unless the union consists exclusively of guards and is not affiliated with an organization which admits to membership persons other than guards. Now, in addition, the Act provides that an employer is not required to bargain with such a union unless it consists exclusively of guards. Any question as to whether a person is a guard is to be decided by the Board.

The period of time allowed for bargaining and conciliation procedures was considerably shortened, effecting a saving of 19 days. The Act now requires the giving of 15 days' instead of 20 days' notice to begin bargaining. The minimum time which must elapse before either party may apply for conciliation services, unless the Board is satisfied that no progress in bargaining is being made and that the parties have exhausted their efforts to agree, is reduced from 50 to 35 days (20 days after the 15 days' notice to bargain has expired). After a conciliation officer is appointed, he is given 14 days in which to endeavour to settle the matters at issue and report the results to the Minister. This period remains unchanged. If the conciliation officer fails to effect a collective agreement, a conciliation board may be appointed. The time allowed for the nomination of conciliation board members was reduced from 7 to 5 days and the period allowed after they are appointed for nomination of the chairman was reduced from 5 to 3 days.

The Minister is now empowered to refuse to appoint a conciliation board where he considers it would serve no useful purpose. Under the labour relations legislation of all the other provinces except Quebec, the appointment of conciliation boards is not mandatory and the federal Act and the Acts of Manitoba, New Brunswick, Newfoundland and Nova Scotia specifically make provision for the Minister to refuse to appoint a conciliation board. In the 1948 Labour Relations Act of Ontario, which adopted Part I of the federal Industrial Relations and Disputes Investigation Act, the Minister of Labour had this power but this provision was dropped in the 1950 Act.

The Act provides that, if a union does not make a collective agreement within a year after its certification, any of the employees in the unit may apply to the Board for a declaration that the union no longer represents the employees in the unit. A new subsection provides that if a trade union has not made a collective agreement within one year of certification but it has notified the employer of its desire to bargain with a view to concluding a collective agreement, and the Board has granted a request for conciliation services, no application for decertification may be made unless a conciliation board has been appointed and 30 days have elapsed after the board has reported to the Minister or 30 days have elapsed after the Minister has informed the parties that he has decided not to appoint a board.

A further amendment makes it clear that neither an employer *nor a trade union* may alter working conditions during the period of negotiation of a collective agreement or during conciliation proceedings, except by mutual consent. The previous provision applied only to employers.

It is now an unfair labour practice for an employer to bargain with or conclude a collective agreement with another union so long as a trade union continues to be entitled to represent the employees in the bargaining unit. Similarly, no trade union may bargain or enter into an agreement with an employer so long as another trade union has bargaining rights.

The Act provides that every collective agreement must contain an appropriate provision for final settlement by arbitration, without stoppage of work, of disputes which arise concerning the interpretation or an alleged violation of the agreement. The Act sets out a clause, which becomes part of every agreement lacking such a provision, providing for the appointment of a three-member arbitration board whose decision in final and binding on the parties. An amendment designed to speed up arbitration proceedings makes it clear that the Minister may appoint arbitrators at the request of either party if the parties themselves fail to do so.

A new subsection added to the section setting out the general powers and duties of the Board authorizes the Board to determine the form in which evidence of membership in a trade union must be presented to the Board. In like manner the Board may determine the form in which employees register objection to certification of a trade union and signify that they no longer wish to be represented by a trade union.

### Workmen's Compensation

The Workmen's Compensation Act was amended to increase from $100,000 to $200,000 the amount which the Workmen's Compensation Board may spend in any calendar year for the rehabilitation of injured workmen. In all provinces the Workmen's Compensation Boards are authorized to adopt any means considered expedient to aid in getting workmen back to work and in lessening or removing their disabilities, and to pay the cost from the Accident Fund. The maximum amount that may be spent for rehabilitation is fixed by statute in all but three provinces, British Columbia, Alberta, and Saskatchewan, where the amount is left to the discretion of the Boards.

A further amendment clarifies the section which permits the Board to penalize an employer who has not taken adequate precautions for the protection of his workmen by imposing a higher assessment rate on him than is imposed on the industry as a whole. As re-worded, the section, now much like the corresponding section of the Alberta Act, gives the Board greater discretion by stating that it may add to the amount of an assessment such a percentage as the Board deems just when it determines that "sufficient precautions have not been taken for the prevention of accidents to workmen in the employment of an employer or where the working conditions are not safe for workmen". Formerly, the Board was authorized to impose a higher assessment rate on an industry "where a greater number of accidents has happened in any industry than in the opinion of the Board ought to have happened if proper precautions had been taken ... or where in the opinion of the Board the ways, works, machinery or appliances in any industry are defective, inadequate or insufficient".

The provision authorizing the Board to exclude such an industry from the class in which it was included for assessment purposes and to make the employer individually liable to pay compensation was repealed.

### Protection of Workers in Trenches

The Trench Excavators Protection Act, 1954, is a new Act designed to protect workers in trenches from cave-ins, falling objects, explosions, accumulations of gas and rock dust and other dangers present in trench excavation work. It is the first Act of its kind in Canada, although control of trench excavation is provided for by regulations of the Workmen's Compensation Boards in Alberta, British Columbia and Saskatchewan and in regulations under the Building Trades Protection Act in Manitoba.

The Act applies to all work in trenches except trenches four feet deep or less, trenches where the work is done only by the owner himself and those into which no person is required to enter. It does not apply to a mine within the meaning of the Mining Act.

The Act is to be administered by the municipalities. Every municipal council is required to appoint one or more inspectors to enforce the Act in the municipality. To enforce the Act in territories without municipal organization the Lieutenant-Governor in Council is authorized to appoint inspectors.

Before work is begun on a trench the owner or contractor is required to notify the inspector of the name and address of the owner of the land and the contractor, if any; the location of the proposed trench; the depth and width of the trench; the proposed date of commencing work; and the name and address of the person who will be in charge of the work.

No person under 16 years of age is permitted to enter or work in a trench.

The sides of trenches more than four feet deep must be securely shored and timbered with good quality material to at least one foot above the top of the trench. Shoring and timbering are not necessary if the trench is cut in solid rock or if the sides are sloped to within four feet of the bottom of the trench so that the sloped sides do not have more than one foot of vertical rise to each foot of horizontal run. If the sides are sloped in this manner but not to within four feet of the bottom of the trench, the vertical walls must be shored and timbered to at least one foot above the vertical walls and fitted with toe-boards to prevent material rolling down the slope into the part of the trench with vertical walls. Drawings and specifications for the shoring and timbering of all trenches to exceed 30 feet deep and 12 feet wide must be submitted in duplicate to the inspector and

the excavation must not begin until the drawings and specifications are approved. Shoring and timbering must be carried along with the excavating but if conditions permit it may be done before the excavation begins. Details regarding the size, composition and arrangement of materials to be used are to be laid down in regulations.

If staging or scaffolding for handling excavated material by hand in relays is erected independently of the shoring or timbering, it must be strongly constructed so as to protect persons from injury by its collapse or from falling objects. If staging or scaffolding is attached, the shoring and timbering must be strong enough to withstand the additional load imposed. Ladders or other means of escape satisfactory to an inspector must be provided, spaced at intervals of not more than 50 feet and extending beyond the top of the trench.

The person in charge of the work must permit only experienced persons to handle, transport, prepare or use dynamite or other high explosives and he is required to post their names in the field office and at the magazines. One person is to be designated to be in charge of blasting operations in each section of the trench affected, and to supervise the fixing of all charges. Firing circuits in connection with blasting operations are to be broken outside the trench at a point and in a manner satisfactory to the inspector. Explosives may not be taken into the trench in greater quantity than is required for immediate use.

The person in charge is also required to ensure that no harmful gases or fumes are present in the trench in such a degree as to endanger health. If such fumes are likely to be present, or if tests indicate their presence, sufficient mechanical ventilation must be provided to protect the workmen. An internal combustion engine may only be operated if adequate provision is made to discharge the exhaust at such distance outside the trench as to ensure that it will not return and accumulate in the trench.

Where rock-drilling operations are in progress, an adequate water supply must be provided at the drill hole to prevent the dissemination of dust into the breathing area of the drill operator or any other workers.

Hats designed to protect persons from falling objects must be worn by persons working in a trench more than six feet deep. No tools, machinery, timber, rock or other material may be placed or stored within two feet of the edge of a trench. The Act also provides that vehicles, machinery or horses may not be driven, operated or located so close to the edge of the trench as to endanger the stability of the walls by vibration.

Fences, guards or barricades must be provided near the sides of the trench to prevent persons from falling in, and must be kept in place at all times except when their presence will interfere with the excavation work. When operations are suspended and during darkness the guards must be in place and all piles of excavated material, tools and machinery must be marked by lighted lanterns or flares. No person may move, alter or destroy any shoring, timbering, or fencing required by the Act or regulations without permission of the owner or contractor. During periods of temporary shut-down no person may work alone in a trench more than 20 feet deep unless another person is on duty nearby outside the trench.

An obligation is placed on the owner of the land, or on the contractor if the work is done under contract, to ensure that the provisions of the Act and regulations are observed. The person in charge must not allow anyone to enter the trench if the Act is not being complied with. If an inspector finds a violation of the Act, he may require compliance by written order and, until the order is carried out, the work on the part of the trench where the violation occurred must be suspended. If the person to whom the inspector's order is directed is found guilty of failing to obey the order, he will be liable, on summary conviction, to a fine of from $10 to $100 for every day on which the violation continues. The general penalty provided for violations of the Act is a maximum fine of $500.

The Act does not affect the authority of a municipality to pass by-laws relating to safety in trench construction work and does not affect any by-law which imposes additional or more stringent requirements.

Regulations may be made by the Lieutenant-Governor in Council to regulate the method of shoring and timbering, to provide for fees for inspection and other matters.

## Safe Operation of Elevators and Lifts

The Elevators and Lifts Act was passed in 1953 to provide for the compulsory licensing and inspection of elevators, dumbwaiters, escalators, manlifts and incline lifts (L.G., 1953, p. 1641).

Several minor amendments were made to the Act this year. Some of these merely clarify the wording of certain sections prior to the Act being proclaimed in force.

The Act authorized the issuing of regulations to prescribe the qualifications and provide for the licensing of elevator operators. When such regulations are made, the amending Act states, only a qualified or licensed attendant may be permitted to operate an elevator or incline lift.

In addition to the provision prohibiting any person from operating an elevator or other lift if he has reason to believe it is in an unsafe condition, there is now also the general stipulation that no person shall operate an elevator, dumbwaiter, escalator or lift or permit it to be operated in an unsafe manner. A further amendment makes it clear that the prohibition in the Act against operating unlicensed or unsafe equipment does not apply to an inspector during the installation, alteration, repair, testing or inspection of the equipment. An amendment also authorizes the fixing by regulation of inspection fees for the annual inspection of every elevator and hoist which is required by the Act.

The Act provides that no urban municipality, except Toronto, may pass by-laws relating to any matter covered by the Act and that all such by-laws now in existence will be repealed when the Act is proclaimed. The amendment states, however, that this prohibition does not apply to by-laws prescribing fire safety requirements for hoistway enclosures. In the event of conflict between such a by-law and the Act or regulations the provision prescribing the more stringent requirements will prevail.

The Act was proclaimed in force on June 17 and regulations providing for the licensing of elevating devices, the granting of certificates of competency to inspectors and elevator operators, the submission of plans and specifications, fees and other matters were gazetted on June 19. (See page 1158.)

## Safety in Mines

New sections added to Part VIII of the Mining Act, which governs the safety and health of persons working in mines, are chiefly designed to minimize the danger of air-line explosions. The Act already required air receivers at the surface to be inspected annually by an inspector and the inspection certificate to be posted in the compressor room at all times.

In addition, all intercoolers, aftercoolers, inlet and discharge valves on stationary compressors in operation must be examined at least once in every 12 months and cleaned when necessary. A temperature-indicating device must be installed on the high pressure discharge of each compressor and the temperature must be recorded at least once a shift.

All air receivers on the surface are required to be examined at least once every 12 months and must be cleaned when necessary. A book must be kept for recording the date of every examination and cleaning required by the amendments and a note must be made regarding the condition of the appliance examined or cleaned.

## Operating Engineers

The Operating Engineers Act, 1953, which has not yet been brought into force, was amended to provide that certificates of registration of plants and certificates of qualification of engineers granted under the legislation now in effect will continue in force after the new Act is proclaimed (L.G., 1953, p. 1643).

## Fair Accommodation Practices

The Fair Accommodation Practices Act is a new piece of legislation designed to prevent discrimination on grounds of race, colour or creed in places to which the pubic is customarily admitted. It is a further step in the Ontario Government's program against discrimination which has developed over the past 10 years and which has been embodied in four other statutes.

The first of these, the Racial Discrimination Act, was passed in 1944 to prohibit the publication or display of notices, signs or other representation indicating discrimination or intent to discriminate because of race or creed. The Conveyancing and Law of Property Amendment Act, 1950, renders null and void covenants restricting the sale, ownership, occupation or use of land because of the race, creed, colour, nationality, ancestry or place of origin of any person. A section of the Labour Relations Act, 1950, invalidates a collective agreement which discriminates against a person because of race or creed. Finally, the Fair Employment Practices Act, 1951, prohibits discrimination in hiring, in all conditions of employment and in trade union membership.

The preamble to the new law states that it was enacted because it is already public policy in Ontario and in accord with the United Nations Declaration of Human Rights that places to which the public is customarily admitted should be open to all persons. The Act goes on to declare: "No person shall deny to any person or class of

persons the accommodation, services or facilities available in any place to which the public is customarily admitted because of the race, creed, colour, nationality, ancestry or place of origin of such person or class of persons."

The Act also contains the provisions of the Racial Discrimination Act, wihch is now repealed. It prohibits a person from publishing or displaying or from causing or permitting to be published or displayed on lands or premises, in a newspaper or through a radio broadcasting station or by any other medium which he owns or controls, any notice, sign, symbol or representation indicating discrimination against any person because of race or creed. The Act states, however, that it shall not be deemed to interfere with free expressions of opinion on any subject by speech or writing nor to confer any protection or benefit upon enemy aliens.

Complaints of violations of the Act are to be dealt with in the same manner as complaints under the Fair Employment Practices Act, that is, by investigation and conciliation. It is expected that the Act will be administered by the Minister of Labour through the Fair Employment Practices Branch of the Department of Labour. A complaint is to be made in writing to the Minister on a form prescribed by him. The Minister is to try to effect a settlement, first by having an officer investigate the complaint and, if he fails, by appointing a commission with the powers of a conciliation board under the Labour Relations Act. After attempting to ascertain the facts, which will include giving the parties full opportunity to present evidence and to make submissions, the Commission will recommend to the Minister the course which should be taken. The Minister may then issue whatever order he considers necessary and the order is final and must be complied with.

Failure to comply with any provisions of the Act or an order of the Minister will make an individual liable, on summary conviction, to a fine of $50 and a corporation to a fine of $100. A prosecution may be instituted only with the written consent of the Minister. If a person has been convicted of a violation of Section 3 of the Act (the publication or display of discriminatory signs, etc.) the Minister may apply to the Supreme Court for an order enjoining such person from continuing the offence.

## Protection of Children

The Child Welfare Act, 1954, is a consolidation and revision of three previous statutes dealing with child welfare, the Children of Unmarried Parents Act, the Adoption Act and the Children's Protection Act. The latter Act was the statute which restricted the employment of children under 16 in street trades and public places of amusement.

As before, the Act prohibits girls under 16 and boys under 12 years of age from engaging in a street trade or occupation. Boys between 12 and 16 may not engage in street trades before 6 a.m. and after 9 p.m. Previously the Act permitted boys between 12 and 16 to carry on street trades until 10 p.m.

The new Act also continues to prohibit children from offering anything for sale or from performing for profit in a circus, theatre or other place of amusement to which the public is charged admission without a licence from the head of the municipal council. A licence will be granted only where it is shown that provision has been made to protect the health and ensure proper treatment of the child in question. Formerly a permit could be granted only to children over 10 years of age. This age limit has been removed but a permit may now be granted only with the approval of the Children's Aid Society.

## Revision of Education Acts

Eleven Acts dealing with education were revised and consolidated into three new statutes, The Schools Administration Act, The Department of Education Act and The Secondary Schools and Boards of Education Act. The provisions governing compulsory school attendance, formerly in the School Attendance Act and the Adolescent School Attendance Act, are now contained in Part I of the Schools Administration Act.

All children between the ages of 6 and 16 are now required to attend school, instead of between 8 and 16, as previously. The new Act requires attendance from the first day of school year commencing after the child's sixth birthday until the last school day in June in the year in which he has his sixteenth birthday.

A child is excused from attending school if he is, in the opinion of the Minister of Education, receiving satisfactory instruction at home or elsewhere, if he is unable to attend because of sickness or other unavoidable cause, if he is employed under authority of a home permit or employment certificate, if he has obtained his secondary school graduation diploma, or equivalent standing, or if he is over 10 years old and his parents require his services in their farm household or on the farm. If no

transportation is provided by the school board, a child who is under 7 years on the first day of September is excused from attendance if there is no school within one mile; if he is between 7 and 10 within two miles; or if he is over 10 within three miles.

A child under 14 may be granted a home permit or employment certificate and be relieved from attendance at school for a period of not more than six weeks during the school year on written application of the parent if the child's services are required in farming, home duties or in some gainful occupation for the maintenance of the child himself or some person dependent upon him. A child over 14 years of age may be granted a certificate of exemption for an unlimited period on application of the parent if he is required for home duties or if he is to be employed for the maintenance of himself or his dependents. The certificate of exemption may be revoked if in the opinion of the attendance officer the conditions under which it was issued cease to exist.

The provisions of the former Act respecting part-time courses are now rescinded. Previously, children between 14 and 16 who held a home permit or employment certificate were required to attend at least 400 hours of part-time instruction each year, and adolescents between 16 and 18 were required to attend for 320 hours yearly unless excused by the Act. No person between 16 and 18 could be employed unless he held a school dismissal card or a school registration card. Urban municipalities with a population of 5,000 and over were required to establish and maintain part-time classes.

The maximum penalty which may be imposed on a parent or guardian who unlawfully fails to send a child to school or on a person who illegally employs a child of compulsory school attendance age was raised from $20 to $25.

### Mothers' Allowances

The Mothers' Allowances Act provides for the payment of an allowance to a needy mother whose husband is dead or incapacitated or has deserted her in respect of each of her children who are under 16 years of age, or under 18 if attending school. An amendment permits the Director of mothers' allowances to continue payment of the allowance to a child between 16 and 18 years during the time he is on vacation from school if he is satisfied that the child will return to school after the vacation period. Previously, the Director paid the allowance covering the vacation period after the child actually had returned to school.

### Pensions for the Disabled

The Disabled Persons' Allowances Act was passed in 1952 to provide for the payment of an allowance of not more than $40 a month to permanently and totally disabled residents of Ontario between the ages of 18 and 65 years, subject to a means test. By an amendment this year, persons receiving workmen's compensation benefits or an allowance from the Government of Canada in respect of war service are no longer excluded from the Act. In future, therefore, a disabled persons' allowance may be paid to a person receiving workmen's compensation benefits or a war pension. In total disability cases under the Workmen's Compensation Act the amendment will benefit workers who suffered injuries at a time when the rate of compensation and average earnings were low.

The amendment also authorizes the Lieutenant-Governor in Council to participate in the federal-provincial plan for providing pensions to the totally disabled. The federal Disabled Persons Act was given assent on June 26. It provides for joint agreements under which the federal Government will pay to the provinces one-half of the cost of pensions of not more than $40 a month to be provided to totally and permanently disabled persons between the ages of 18 and 65 years in cases of need. The maximum income which a person may have in order to receive an allowance is the same as that fixed under the Old Age Assistance Act and the residence requirement is 10 years.

### Bill Not Passed

A private member's Bill to amend the Labour Relations Act, 1950, sought to require employers to institute the voluntary revocable check-off of union dues. The motion for second reading was defeated.

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A Brazilian labour court recently ordered a shoe factory to reinstate with full back pay a worker who had been caught stealing, because "to steal in case of extreme necessity, for example when there is sickness in the family, does not constitute a crime worthy of being punished". The defence counsel said the worker had been earning a "starvation wage".

# Labour Legislation in Manitoba in 1954

**New statute provides for binding arbitration for firemen. Department of Labour Act amended; provision made for allowances to the disabled**

The Manitoba Legislature, which was in session from February 2 to March 25, enacted a new statute granting fire fighters the right to compulsory arbitration. The Department of Labour Act was amended to extend the powers and duties of inspectors to other persons authorized by the Minister, to provide for the appointment of alternate members to the Manitoba Labour Board, and to ensure that anything said or done during conciliation proceedings under the Labour Relations Act will not be admissible as evidence before the Labour Board or a court. Legislation was also enacted to enable the Government to enter into an agreement with the Government of Canada for the payment of allowances to disabled persons.

## Compulsory Arbitration—Fire Fighters

The Fire Departments Arbitration Act, which became effective on March 25, provides for the arbitration of disputes between a municipality and a certified union of fire fighters when a conciliation officer appointed under the Labour Relations Act has failed to effect a settlement between the parties. Similar legislation is in effect in Ontario, Quebec, Saskatchewan, Alberta and British Columbia.

The Manitoba Act applies only to a union of firemen which has been certified under the Labour Relations Act as the bargaining agent for its members and which, by its constitution, does not have the right to strike. The Act also stipulates that no firemen may strike and no municipality may declare a lockout of firemen.

When collective bargaining has begun between a municipality and a certified union of firemen, and a conciliation officer has been appointed to assist the parties in reaching an agreement, the Minister may, if he is satisfied that collective bargaining has been carried on in good faith but that an agreement within a reasonable time is unlikely, establish a board of arbitration to formulate a collective agreement or the renewal or revision of an existing agreement. If the board is not able to formulate an agreement satisfactory to both parties, it is required to make an award, binding on both parties, setting out the manner in which the matters in dispute must be settled.

The collective agreement or award will become effective on the first day of the fiscal period of the municipality in respect of which the municipal council can provide in its estimates for any expenditures incurred under the agreement or award unless another day is named in the agreement or award as the effective date. If a day is named which precedes the first day of the fiscal period, the provisions involving expenditures will become effective only from the first day of such fiscal period. The agreement or award is to remain in effect until the end of the year in which it became effective or until a later date specified, thereafter continuing in effect until replaced by a new agreement or award.

A board of arbitration is to be appointed in the same manner as a board of conciliation under the Labour Relations Act and is to receive the same remuneration, but each party must assume its own costs of arbitration and share equally in all other general expenses of the board, including the remuneration of the chairman and the expenses of any person, other than witnesses of the parties, who is summoned by the Board.

Violation of the provisions of the Act, generally, render an individual other than a corporation or trade union liable to a maximum fine of $100; a corporation or trade union, to a fine not exceeding $500. Special penalties are set forth in the Act for declaring a strike or lockout. A maximum fine of $250 a day may be imposed on a municipality that declares a lockout or on a trade union that declares a strike. An officer or representative of a trade union who authorizes or participates in the taking of a strike vote, or who declares or authorizes a strike, or a person acting on behalf of a municipality who declares a lockout, is liable to a fine not exceeding $300.

## Department of Labour Act

One amendment to the Department of Labour Act provides that the powers and duties given to inspectors appointed under the Act, or under any of the Acts administered by the Department, may be vested also in any other person authorized in writing by the Minister. To carry out the provisions of the Acts the inspectors and other authorized persons are now given statutory power to enter any premises

covered by the Acts for purposes of inspection and to examine any book, register, notice, certificate, licence or other document which an employer, employee, manager or other person is required by law to keep.

The penalties now provided in the Act for refusal to comply with the orders of an inspector or other authorized person, or for hindering him in the discharge of his duties, are a maximum fine of $100 or not more than 30 days' imprisonment for the first offence, and a fine ranging from $25 to $500 or a maximum of 90 days' imprisonment for a second and subsequent offence.

By another amendment the Lieutenant-Governor in Council may, when appointing any member to the Manitoba Labour Board, which administers the Labour Relations Act as well as wages and hours legislation, designate him as an alternate member to act, at the chairman's request, in the absence of one of the members or when a member is disqualified because of undue interest in any particular matter before the Board. Such member is deemed to have an "undue interest" either on his own declaration or on the declaration of a majority of the other members of the Board.

A new section has been added to the Act to provide that nothing said or done by the Minister or Deputy Minister of Labour, a conciliation officer, the registrar, or an employee of the Department of Labour while endeavouring to settle an industrial dispute will be admissible as evidence in any action or proceedings arising out of the dispute which is before the Labour Board or a court. The Minister may, however, submit to the Board or a court a signed statement certifying as to whether he has been requested to do, or has done, anything that he is authorized to do under the Labour Relations Act.

The above amendments became effective on March 1.

## Disabled Persons' Allowances

The Disabled Persons' Allowances Act, which will come into force on proclamation, authorizes the Government of Manitoba to enter into an agreement with the Government of Canada for the payment of allowances to disabled persons. The agreement must provide for the payment by the Government of Canada to the Government of Manitoba of not less than 50 per cent of the amount paid out by the province for such allowances.

The Old Age Assistance and Blind Persons' Allowances Board of the province will administer the provisions of the agreement.

## Oil Pipe Lines

A new Pipe Line Act lays down conditions for the construction, operation and maintenance of oil pipe lines situated wholly within the province and authorizes regulations to be made to require safety measures to be taken during the construction and operation of the pipe line. The Act is to be administered by the Minister of Mines and Natural Resources. Similar legislation is in effect in Alberta and Saskatchewan and an Oil Pipe Line Act passed in 1953 in Ontario will come into force on proclamation.

Every person planning to construct an oil pipe line must make application to the Minister for a permit and submit at the same time a preliminary plan on a prescribed form indicating the proposed route, size and capacity of the pipe line, and the proposed location and capacity of all pumping stations, gate and check valves, tanks and other terminal facilities.

The Minister may direct the applicant to give notice of the application in such manner as he considers necessary. Before referring the application for approval to the Lieutenant-Governor in Council as required by the Act, the Minister may also, upon his own motion or upon the application of any interested party, order the Oil and Natural Gas Conservation Board to conduct a public hearing on the matter.

Provisions governing the operation of a pipe line after installation are also laid down in the Act. The holder of an operating licence, or any other person, may apply to the Minister to have a pipe line declared to be a public utility. If the declaration is made, the pipe line and the operating licence then become subject to the provisions of the Municipal and Public Utility Board Act.

The Lieutenant-Governor in Council may make regulations to carry out the provisions of the Act. These include regulations prescribing safety measures which must be taken to protect life and property during and after the construction, installation or operation of a pipe line, and regulations providing for their inspection. Regulations may also be made prescribing the measures to be taken in the case of an emergency which endangers, or is likely to endanger, life and property.

The Act came into force on March 25.

### Resolutions

On March 19 a resolution was adopted urging the provincial Government when planning future public works programs to give consideration to the desirability of maintaining a high level of employment and recommending that full financial responsibility for unemployment relief be borne by the federal Government.

A resolution defeated on March 9 requested the Government to pay supplementary allowances to old age pensioners and persons in receipt of old age assistance whose total incomes do not exceed $40 a month.

A resolution recommending that the Government consider the advisability of co-operating with the federal Government in establishing a national health insurance plan and urging the Manitoba Government to take the initiative in promoting such a plan was defeated on March 24 by a vote of 44 to 5.

A further resolution adopted on March 24 authorized the Select Standing Committee of the Legislature on Industrial Relations, which was appointed at the current session to carry on the work which they had been undertaking as an Industrial Relations Commission in accordance with an Order in Council of August 26, 1953, to continue their work as a Commission. They are to make definite recommendations in regard to all phases of industrial relations and legislation affecting them.

# Legal Decisions Affecting Labour

**Certification of British Columbia store union quashed on grounds that employer not given fair hearing. New York State's final appeal court dismisses appeal against order of Commission Against Discrimination**

### British Columbia Supreme Court...

**. . . quashes certification order on grounds that employer denied opportunity to present evidence**

On March 26 the British Columbia Supreme Court quashed a union's certification order, holding that the provincial Labour Relations Board had failed to give the employer opportunity to present evidence and make representations with regard to the union's application for certification as required by the Industrial Conciliation and Arbitration Act.

Mr. Justice Wilson gave the judgment of the Court. He stated that the ICA Act gave the Board power to deal with applications for certification by examining records and making inquiries as it deemed necessary, including holding hearings or taking votes. The Board could prescribe the nature of the evidence to be furnished by an applicant union and could determine its own procedure, but was required by Section 55 to "give an opportunity to all interested parties to present evidence and make representation".

In the case at bar, the company was asked by the Board to comment on the application made by Local 580 of the Retail, Wholesale and Department Store Union on October 29, 1953, to be certified as bargaining agent for its employees. An agent for the company wrote to the Board on November 3 objecting to the application on the ground that more than 50 per cent of the employees in the proposed bargaining unit were seasonal employees who would be employed by the company only four or five weeks longer. On November 5 he sent the Board a record of the company's payroll for the past 10 months, pointing out the fluctuation and noting that at that time the number of employees was at a seasonal high. The reason for this was that large numbers of employees were required to pack various food products which had a very short season. In both letters the agent requested that the company be allowed to present this evidence at a hearing before the Board.

The Registrar of the Board notified the agent on November 5 that his letter of November 3 would be submitted to the Board for consideration with the reports of investigation into the application. On November 10 the Board certified the union without any further notice to the company.

Mr. Justice Wilson stated that in making the decision to certify the union the Board was exercising a judicial function. He referred to the judgment of the Ontario Court of Appeal in *Toronto Newspaper Guild, Local 87* v. *Globe Printing Company* (L.G., 1952, p. 615) as justification for this statement. In performing that function the Board was required to act judicially and also to give an opportunity to all interested parties to present evidence.

The Board was not necessarily required to give the company an oral hearing; it might be that it could properly deal with the matter through written representations and evidence. In any case, however, an interested party was entitled to present its evidence. In the case at bar the Board had ignored the company's request for an opportunity to do so. This was a refusal of jurisdiction, His Lordship concluded.

The Court accordingly quashed the union's certification. *Martin and Robertson Limited* v. *Labour Relations Board (British Columbia)* [1954] 2 DLR 622.

### New York Court of Appeals...

**. . dismisses employment agency's appeal against order of N. Y. Commission Against Discrimination**

The New York Court of Appeals on April 23 upheld the judgments of the Supreme Court at Special Term and the Appellate Division of the Supreme Court requiring an employment agency to carry out an order of the New York Commission Against Discrimination (L.G., 1952, p. 1611; Oct. 1953, p. 1517).

The Commission had found that the Holland Vocational Service in New York City had engaged in the unlawful practice of making an inquiry in connection with prospective employment which expressed a limitation as to race, creed, colour or national origin not based upon a *bona fide* occupational qualification. The employment agency was ordered to cease and desist from making any such inquiries when interviewing or receiving applications from persons seeking employment, from giving consideration to such factors in making evaluations of applicants for referral to prospective employers, and from using an application form containing any inquiry concerning change of name unless approved by the Commission. It was directed not to furnish any information to prospective employers as to an applicant's race, creed, colour or national origin and not to accept any job orders containing any limitation on that score. The Commission's order also required the agency to submit for a period of one year a record of the action taken on all employment applications and employers' job orders and to submit all other records to the Commission until it determined that the agency was complying with the law. The Supreme Court at Special Term directed the agency to comply with the Commission's order and the Appellate Division dismissed an appeal from that judgment.

The appellant, the operator of the agency, raised a new question before the Court of Appeals. She challenged the Commission's jurisdiction on the ground that the complainant was not an aggrieved person within the meaning of the statute because there was no finding that she was refused a job referral because of the discrimination. The Court did not deal with this objection because of the express statutory provision that a question not raised before the Commission may not be considered by a court.

The Court of Appeals accordingly dismissed the appeal from the earlier judgments. *Holland* v. *Edwards,* 34 LRRM 2018.

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# Recent Regulations, Federal and Provincial

## Ontario issues safety regulations covering most elevators in province; B.C. Labour Relations Board issues rules of procedure under new Act

Following proclamation of the Ontario Elevators and Lifts Act on June 17, safety regulations were issued covering most elevators in the province except passenger elevators in cities.

The British Columbia Labour Relations Board has issued rules of procedure to be followed in carrying out its functions under the 1954 Labour Relations Act proclaimed in force June 16.

From August 2, 1954, employees of co-operative purchasing associations and wholesale distributors of gasoline and petroleum products will be included in the collective liability system under the Saskatchewan Workmen's Compensation (Accident Fund) Act. Small retail stores and restaurants with only one employee are now also included.

Employees of rural municipalities in Saskatchewan who are employed solely on road maintenance have been declared exempt from the provisions of the Hours of Work Act. An exception from the 44-hour work week for certain other employees was continued to July 31.

## FEDERAL

### Prevailing Rate Employees

The Prevailing Rate Employees General Regulations (L.G., March, p. 417; June, p. 859) have been amended to permit vacation leave credits to be carried over from one fiscal year to another in cases where the deputy head considers that it is in the best interests of his department to do so. The general rule is that unused leave credits expire at the end of the fiscal year in which they accrue.

The amendment was made by a Treasury Board Minute, T.B.458000-2, on June 11, effective June 1, 1954.

## PROVINCIAL

### Alberta Apprenticeship Act and Trademen's Qualification Act

Under authority granted by the Alberta Tradesmen's Qualification Act, new regulations applicable to trades designated under the Act specify that no one may engage in any of these trades unless he holds a certificate of proficiency or has entered into a contract of apprenticeship.

The 10 trades listed are those of auto body mechanic, electrician, internal combustion engine mechanic, motor vehicle mechanic, plumber, steamfitter, radio technician, refrigerator mechanic, barber and beauty culture.

Regulations setting out the conditions for obtaining certificates of proficiency in the last two trades were issued in 1953 (L.G., April, 1953, p. 587; May, p. 737) and regulations for the other trades were gazetted in 1954 (L.G., May, p. 687).

The amendment restricting work in the trades to certificate holders and apprentices was approved by O.C. 788-54 on May 28, gazetted June 15. This is a further step in revision of the regulations governing licensing of tradesmen in Alberta. The requirement of a certificate in these trades is not new.

### British Columbia Labour Relations Act

Regulations made on June 18 under the new Labour Relations Act in British Columbia and gazetted June 24 set out the rules of procedure for the Labour Relations Board.

They set out the manner in which applications for certification are to be made, the procedure the Board will follow in dealing with them, and the criteria for determining membership in good standing in a union. The Board will consider as a member in good standing in a union a person who at the date of application for certification (1) has signed an application for membership in the union and (2) has paid on his own behalf at least one month's dues for or within a specified period ("the period commencing on the first day of the third month preceding the calendar month in which the application is made and ending upon the date of application") or, if he has joined within that period, has on his own behalf paid the union admission fee in an amount at least equal to one month's union dues.

When a group applies for certification as a craft union, the Board may require a statement outlining the collective bargaining history of the employees concerned. The information is to assist the Board to determine whether or not the unit applied for is appropriate for collective bargaining.

When an application for certification of the trade union for a unit is made in a case where the employer has separate operations in progress in different parts of the province, the Board may require both the applicant and the employer to file statutory declarations showing what the employer's operations are and what the bargaining history in all the operations has been.

All decisions of the Board are to be published after the formal notices or orders have been sent to the persons affected. Any request to vary or revoke a decision must be made within 30 days of its publication.

The duties of the chief administrative officer of the Board, known as the Registrar, include the processing of applications, the issue of notices, the conduct of investigations for the Board, and the issue of documents giving effect to the Board's decisions.

When the Board has directed a representation vote, the Board will determine the form of the ballot and settle the list of employees eligible to vote. The voters list will be the employer's payroll for or nearest to the date of application for

certification unless the Board orders otherwise. The Registrar is responsible for the taking of the vote. As in the case of representation votes in Saskatchewan, the employer and trade union affected are each to be invited to appoint scrutineers.

The regulations specify the information to be included in complaints dealing with unfair labour practices and in applications for the Board's consent to a prosecution for violation of the Act. A schedule contains the form to be used in making an application for certification and various other forms.

## Newfoundland St. John's Shops Act

Saturday closing of shops in St. John's during the summer months was put into effect by a proclamation made and gazetted on June 8. During the period June 14 to September 25, 1954, shops may not open on Saturdays except when there is another whole holiday in the same week.

The St. John's Shops Act was amended in 1953 to provide that a day on which shops must remain closed may be fixed either by the Minister of Provincial Affairs upon the joint recommendation of the Importers and Employers' Association and the Retail Clerks International Association or, in the absence of such recommendation, by proclamation of the Lieutenant-Governor in Council.

## Ontario Elevators and Lifts Act

The Elevators and Lifts Act, passed in 1953 to provide for provincial control over the licensing and inspection of elevators and lifts, was proclaimed in force on June 17.

The Act (L.G., Nov. 1953, p. 1641) is to be administered by a new branch in the Department of Labour under the direction of a Chief Inspector. At the same time regulations were issued under the Act (O.Reg. 82/54, June 11, gazetted June 19).

Up to now elevators were subject to regulation by municipal by-laws, and certain safety requirements were contained in Section 58 of the Factory, Shop and Office Building Act. A 1953 amendment to that Act repealing Section 58 was brought into effect by proclamation June 17.

In general, all freight elevators, passenger elevators outside of cities, and some other lifting devices, are subject to the new regulations. They exclude passenger elevators in cities except those owned by the Ontario Government or a provincial Board or Commission, and other elevators and lifts in municipal buildings in Toronto and the municipality of Metropolitan Toronto. The regulations also exclude agricultural elevating devices installed in or near a barn and used exclusively for agricultural purposes and certain types of small dumb-waiters. Certain other types of elevators and lifts were excluded by the Act itself, mainly those in mines, temporary construction hoists, lubrication hoists, feeding machines and various types of freight conveyors.

The Act and regulations are designed to promote safety in lifting devices by requiring approval by the Department for new plans and specifications, the licensing of the elevator or hoist before it goes into operation, annual inspections, and the licensing of operators. Inspectors must be qualified persons holding certificates of competency. Contractors are required to be registered annually and may lose their registration if they fail to comply with the Act or regulations.

*Licensing of Elevators and Hoists*

Every elevator and hoist must be licensed by the Department of Labour. In order to obtain a licence the owner is required to send an application, with the necessary fee, to the Chief Inspector, who will grant a licence unless he believes that the elevating device does not comply with the Act or is likely to be operated in an unsafe condition or manner. Licences are renewable annually.

The licence may be transferred by the Chief Inspector, on application and payment of the prescribed fee, but it must not be transferred while it is suspended or if the Chief Inspector believes that any of the conditions exist which would make a licence liable to suspension or if the applicant for transfer is in arrears in paying his fees.

A licence may be suspended by the Chief Inspector if he believes that the elevator or hoist is being operated contrary to the regulations, if a major alteration has been commenced, if the owner has failed to comply with a notice or order of an inspector, if an insurer cancelled or rejected insurance because the elevator was being operated contrary to the regulations, or if the fees or expenses are in arrears for more than 14 days. Where the Chief Inspector has suspended a licence he must notify the licence holder of the reasons for suspension, the date of suspension, and send him a copy of the sections of the regulations setting out conditions under which a suspended licence may be reinstated. The Chief Inspector may discontinue the suspension on written order if he is satisfied that the conditions under which the licence was suspended are remedied. The licensee will receive a copy of the reinstatement

order on payment of the special fee unless the licence was suspended because of a major alteration in which case the copy will be furnished free of charge.

*Inspection*

The Act provides for the appointment of a Chief Elevator Inspector and an inspection staff. No one may make an inspection of an elevator under the Act who does not have a certificate.

In order to qualify as an inspector and receive a certificate of competency, the regulations require that a candidate must be 25 years of age, obtain at least 60 per cent in an examination and furnish proof of being an engineer or having had adequate training and experience in the design, construction, maintenance and inspection of elevating devices.

A provision is made for issuing a certificate of competency to an inspector employed by an insurance company. Insurance company inspectors may be employed to make inspections under the Act. A certificate will be issued if the inspector meets the required standard for a government inspector outlined above and if the insurer files a letter with the Minister stating that the person in question is in his employ as an inspector or will be so when he obtains a certificate of competency, certifying as to the person's integrity and ability to make inspections, and recommending that a certificate of competency be issued to him. An application for a certificate of competency must be made on the prescribed form and accompanied by the proper fee.

The certificate of a government inspector will be automatically renewed without charge each year so long as he carries out his duties as an inspector but the certificate of an insurance company inspector must be renewed annually before December 31 by application and payment of the fee. An inspector's certificate may be cancelled if he is found untrustworthy or wilfully negligent in his duties; is known to have falsified an inspection report or is found to have an interest in the manufacture, sale, installation or maintenance of elevating devices.

*Approval of Drawings and Specifications*

The drawings and specifications of all new installations or major alterations must be approved by an engineer of the Department before work is begun. The regulations state, in general, that every elevating device and all equipment used in connection with it must be so designed as to ensure at all times under normal conditions the safety of persons and freight and that it must not travel beyond nor deviate from the safe limits of its fixed position or proper line of travel. The requirements for submitting drawings and specifications are set out in detail in the regulations.

*New Installations*

The approval of the Department is required before a new installation may be made or a major alteration undertaken. Not less than 72 hours before the work is commenced, the person undertaking it must deliver to the Chief Inspector written notification of the day and time he will begin. Every installation and alteration must conform to the approved drawings and specifications and must be inspected before it is put into use. In carrying out their duties inspectors are required by the Act to apply the CSA Safety Code for Passenger and Freight Elevators to new installations.

*Registration of Contractors*

Contractors engaged in the business of constructing, installing, altering, repairing, servicing or testing elevating devices are required to apply for registration within 15 days after the regulations come into force or, if they are not already engaged in the business, before commencing to carry on work as a contractor; they must apply and pay the fee for registration before April 1 in each subsequent year. The Minister may cancel a contractor's registration for violation of the Act or regulations; if, while the elevator is under his control, the contractor permits it to be used while it is in an unsafe condition or overloaded; if he is so negligent in his workmanship or knowingly permits a subcontractor to be so negligent as to cause a hazard to persons or freight or if he performs any work or allows his subcontractor to work while his ability is impaired by the use of alcohol or drugs.

When the Minister suspends the contractor's registration he must give him five days' written notice setting out the details of the violation and the nature of the supporting evidence and appointing the date, time and place of a hearing. At the hearing the contractor is entitled to be represented by counsel or an agent and hear the evidence against him, to cross-examine and call witnesses on his behalf and present his argument. After the hearing the Minister is required to issue an order discontinuing the suspension, continuing the suspension to a specified date not later than the following March 30 or cancelling the registration, and he must send a copy of the order to the contractor.

*Licensing of Elevator Operators*

Elevator attendants are also required to be licensed. To qualify for a licence a person must be over 18 years of age and have adequate experience to enable him to appreciate all dangers connected with elevator operation and to operate the elevator safely. A person 18 years of age or over learning to be an attendant may obtain the necessary experience only under the supervision of a qualified attendant who is present at all times and ready to take control. Automatic elevators and certain incline lifts which meet the requirements set out in the regulations are not required to be operated by licensed attendants. Otherwise, the Act provides that only a licensed attendant may operate an elevator or incline lift.

*Safety Requirements*

Safety requirements with respect to operation and maintenance are also set out in the regulations. A notice in the form of a metal plate must be affixed by the owner in the load carrying unit of each elevator, dumbwaiter or incline lift and as close as practicable to the bottom landing of each escalator, manlift, ski lift and ski tow. The notice must set out in letters at least ¼ inch high the maximum capacity of the elevator or lift. The maximum capacity of an elevator is to be determined by the method which uses the maximum permissible stress and the factor of safety for material used, set out in the Code. The plate or label supplied by the Department setting forth the installation number must also be displayed. In the case of a freight elevator, a notice must be displayed in the car stating that no person other than the attendant and freight handlers must ride in the elevator.

With regard to the operation of elevators and lifts, the regulations prohibit the use of any elevating device unless it is maintained at all times in a condition which will ensure safety in all respects. No person may use an elevator or lift unless the required plates, labels or notices are maintained in such location and condition as to be clearly legible at all times. Every elevating device must always be maintained so that it will not travel beyond nor deviate from the safe limits of its fixed position or proper line of travel.

No person must conduct himself in or around an elevator so as to impair its safe operation or so as to endanger himself or others or any freight. No person may remove or interfere with any safety device installed in connection with an elevator, except an inspector or a contractor or competent mechanic making a test or repair. If a safety device is removed or interfered with, the inspector, contractor or mechanic must make sure that the elevator is not used until it is restored in good working order except for inspection, or repairs.

*Fees*

The fees set for inspections, approval of drawings and for the various licences required and the application forms are appended to the regulations.

## Saskatchewan Hours of Work Act

Three orders issued under the Saskatchewan Hours of Work Act in 1953 permitting an exception from the 44-hour standard set by the Act until May 31, 1954, have been amended.

The period during which shop and office employees in 83 listed towns and villages with a population of between 300 and 500 may work up to 48 hours a week without payment of overtime has been extended from May 31 to July 31, 1954. A 48-hour work week without payment of overtime is also permitted until July 31, 1954, in 140 listed places with a population of more than 300, including the nine larger towns but excluding cities, for employees in establishments *other than shops, offices and factories.*

The extension of the period was made effective by O.C. 1275/54, gazetted June 11, which amends O.C. 867/53, 868/53 and 1019/53 (L.G., Aug. 1953, p. 1192).

An Order in Council, O.C. 1466/54 of June 25, gazetted July 2, declared employees of a rural municipality employed solely on road maintenance to be exempt from the provisions of the Act.

The Act provides that the Lieutenant-Governor in Council, upon the recommendation of the council of any city, town or village or without such recommendation, may declare the Act not to apply to the employees in any specified class of employment if this is considered necessary or expedient having regard to the nature of the work and the conditions of employment and the welfare of the employees.

## Saskatchewan Workmen's Compensation (Accident Fund) Act

The coverage of the Saskatchewan Workmen's Compensation Act was amended by two recent Orders in Council made on June 25 and gazetted July 2.

*(Continued on page 1166)*

# Decision of the Umpire under the Unemployment Insurance Act

## Complete text published because of its great general interest

### Decision CU-B 1046, June 22, 1954

The claimants, who are carpenters by trade and members of the United Brotherhood of Carpenters and Joiners of America, had completed a dwelling for the Strom Lumber Company, Ltd., Prince George, B.C., when on October 16, 1953, they were "sent" by the company to do some roof repairs at its plant. The plant was strike-bound and the claimants refused to cross the picket lines which had been set up by the strikers, who were members of the International Woodworkers of America.

On October 19, 1953, they filed an application for benefit, which was disallowed by the insurance officer on the ground that, by having refused to cross the picket lines, they had become participants in the labour dispute (Section 41(1) of the Act).

From the decision of the insurance officer, the claimants appealed to a court of referees.

The court of referees, after having heard representations from officials of the Carpenters ' Union on January 8, 1954, unanimously set aside the disqualification imposed under Section 41(1) of the Act on the grounds (a) that the claimants had been sent by the company from an outside job to one involved in a labour dispute and (b) that in the light of Section 42(2) of the Act, had the claimants been sent by some other agency to the strike-bound plant they would have been within their rights for refusing that employment.

From the decision of the court of referees, the insurance officer, on February 3, 1954, appealed to the Umpire.

In addition to submitting a well-prepared brief, the Trades and Labour Congress of Canada requested an oral hearing before the Umpire, which was held in Ottawa, Ont., on April 21, 1954. The said Congress was represented by Mr. L. E. Wismer, Director of Public Relations and Research, and the Unemployment Insurance Commission by Mr. N. M. Retallack, Insurance Officer. After some discussion, it was decided to adjourn the hearing to a later date so as to enable the Commission to obtain more complete information from the employer as to the extent and strength of the IWA picket lines on October 16, 1953. This information was received and on May 19, 1954, the hearing was resumed and attended by the same representatives of the Congress and the Commission.

**Conclusions**—The evidence indicates that the claimants were hired by the Strom Lumber Company, Ltd., on August 18, 1953, through Local 1998 of the United Brotherhood of Carpenters and Joiners of America, to construct a dwelling on property owned by the company. When the dwelling was completed, on October 15, 1953, the claimants were "sent" to the company's plant to do some roof repairs. The plant had been strike-bound since September 26, 1953, as a result of a labour dispute between the company and its regular employees, who are members of the International Woodworkers of America. Upon reaching the entrance of the plant, the claimants were confronted with a picket line which they refused to cross.

The Strom Lumber Company, Ltd. operates a planer mill and is not in the construction business. The housing project which it carried out and for which specific job the claimants were hired was outside its normal activities and located away from the planer mill.

On those facts I have no hestitation in agreeing with the court of referees that the claimants were wrongly disqualified under Section 41 of the Act.

Apart from any other consideration, there can be no doubt that the planer mill and the housing project must be treated as "separate branches" or "businesses" within the meaning of Subsection (3) of Section 41 of the Act, which reads as follows:—

> Where separate branches of work that are commonly carried on as separate businesses in separate premises are carried on in separate departments on the same premises, each department shall, for the purpose of this section, be deemed to be a separate factory or workshop.

As the claimants' place of employment was the housing project and the stoppage of work was taking place at the planer mill, they cannot be said to have lost their employment by reason of a stoppage of work due to a labour dispute at the premises *at which they were employed.*

The roof repairs which were to be done at the plant must be considered as new employment and the question to be decided is whether it was suitable employment within the meaning of the Act and, if so, had the claimants good cause to refuse it.

As it was work in their usual occupation, at the prevailing rate of pay in the district and not normally performed by the strikers, there can be no doubt that it was suitable employment within the meaning of the Act. Had it been work normally performed by the strikers, it would have been deemed to be work arising in consequence of a stoppage of work due to a labour dispute and, therefore, not suitable pursuant to Section 42(2)(a) of the Act.

It remains to be decided whether or not the claimants had good cause to refuse to accept the additional employment which was provided by the company.

As the evidence indicates that the claimants were justified in their belief that they might have suffered violence had they decided to cross the picket line established at the entrance of the plant, I consider that they have shown good cause within the meaning of Section 42(1)(a) of the Act.

For those reasons, the appeal is dismissed.

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# Monthly Report on Operation of the Unemployment Insurance Act

## Initial and renewal claims during May totalled 113,427, statistics* show: compared with 158,411 during April and 71,476 during May 1953

A total of 113,427 initial and renewal claims was received at local offices of the Unemployment Insurance Commission during May, compared with 158,411 during April and 71,476 in May 1953.

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that ordinary claimants on the live unemployment register on May 31 numbered 247,755, a decline of approximately 89,000 from the 336,683 claimants registered on April 30. One year earlier, on May 31, ordinary claimants totalled 143,083. The live register on May 31 this year includes, in addition, 38,254 claimants on short-time and 7,158 on temporary lay-off.

A total of 126,316 adjudications were recorded on initial and renewal claims during May and, of these, 97,520 were entitled to benefit. Claimants not entitled to benefit numbered 34,623 (this figure includes 5,827 disqualifications arising from revised and supplementary benefit claims), of which 19,284 were on behalf of claimants who were unable to satisfy the minimum contribution requirements. Chief reasons for disqualification were: "voluntarily left employment without just cause" 4,876 cases; "not unemployed" 2,948 cases; and "not capable of and not available for work" 2,127 cases.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

New beneficiaries during May numbered 87,468, a decline of some 21,000 from the 108,692 recorded for April. During May 1953, new beneficiaries numbered 60,514.

During May, a total of $20,709,106 was paid in respect of 6,575,003 days (of which 81,922 were disability days), compared with $25,381,926 and 7,997,163 days (of which 88,402 were disability days) for April and $12,195,255 and 3,919,260 days for May 1953.

An estimated total of 246,269 beneficiaries received $4,188,446 in compensation for 1,341,840 days (including 22,481 disability days) during the week May 29-June 4, as against an estimated 375,266 beneficiaries who were paid $6,579,559 in respect of 2,075,460 days (including 24,563 disability days) during the period April

*See Tables E-1 to E-6 at back of book.

*(Continued on page 1166)*

# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during June

### Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 217 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 116 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:—

| Department | No. of Contracts | Aggregate Amount |
|---|---|---|
| Agriculture | 1 | $ 52,125.00 |
| Defence Construction (1951) Limited | 1 | 20,826.24 |
| Defence Production (May Report) | 181 | 1,541,923.00 |
| Post Office | 11 | 30,802.50 |
| R.C.M.P. (April, May and June Reports) | 13 | 155,497.70 |

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during June

During June the sum of $4,177.74 was collected from six employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 50 employees concerned.

## Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Near Abernethy Sask:* Benjamin Bros Ltd, construction of reinforced concrete spillway structure for dam on Pheasant Creek. *Near Hays Alta:* W C Wells Construction Co Ltd, enlarging about 4 miles of main canal, Bow River project. *Near Vauxhall Alta:* Adams Berg & Griffith Construction Ltd, enlarging & relocating 6 miles of existing canal, Bow River project; Square M Construction Ltd, construction of about 26 miles of canal, 18 miles of road & 4 miles of open ditch drain, etc, Bow River project.

### Atomic Energy of Canada Limited

*Chalk River Ont:* Foundation Co of Canada Ltd, construction of metals preparation shop.

### Central Mortgage and Housing Corporation

*Halifax N S:* Reardon Industries Ltd, *interior & exterior painting of houses. *Tuft's Cove N S:* Northern Roofing & Metal Workers Ltd, *roofing & metal work, Central Heating Plant; L G Rawding Construction Ltd, landscaping. *Benny Farm P Q:* St Lawrence Steeplejacks, exterior painting; Planned Renovators Co, repairs to boilers. *Montreal North P Q:* E Milot, exterior painting. *St Hubert P Q:* Terminal Construction Co Ltd, landscaping; Terminal Construction Co Ltd, landscaping. *St Paul L'Ermite P Q:* National Landscaping Service Ltd, landscaping & hard surfacing of roads & driveways. *Villeray Terrace P Q:* St Lawrence Steeplejacks, exterior painting. *Ajax Ont:* Marino Construction, construction of watermains; Swansea Construction Co Ltd, construction of roads, watermains, sanitary & storm sewers. *Cobourg Ont:* K J Beamish Construction Co Ltd, paving of roads, driveways & parking areas. *Renfrew Ont:* M Sullivan & Son Ltd, construction of houses. *Kamsack Sask:* Joe Vacola, *exterior painting. *Melville Sask:* Melville Painters & Decorators, *exterior painting. *Moose Jaw Sask:* Bilodeau & Heath Co Ltd, construction of houses; Henry Borger & Son Ltd, construction of sewer & water services. *Calgary Alta:* Norman H Woods & Assoc Ltd, landscaping. *Courtenay B C:* William Suffill, replacement of existing septic tanks. *Vancouver B C:* R N Neven, *interior painting.

### Defence Construction (1951) Limited

*St John's Nfld:* Concrete Products (Nfld) Ltd, road paving, HMCS "Avalon", Buckmaster's Field. *Bedford Basin N S:* Cameron Construction Ltd, installation of pumping equipment & addition to water distribution system, Joint Services Magazine. *Dartmouth N S:* Cameron Contracting Ltd, extension to plating laboratory, etc, Naval Research Establishment. *Greenwood N S:* L G Rawding Construction Ltd, construction of pumphouse & water main. *Halifax N S:* Bryant Electric Co Ltd, installation of electrical control system, RCN Gunnery Range, Osborne Head. *Gagetown N B:* M F Schurman Co Ltd, construction of sewage treatment plant. *McGivney N B:* MacPherson & Myles Construction Co Ltd, construction of chapel. *Bagotville P Q:* Riverin & Fils Ltee, connecting up of boiler & supply & installation of auxiliary equipment & piping. *St Hubert P Q:*

Lewis Bros Asphalt Paving Ltd, construction of roads, walks & parking areas; A N Bail Cie Ltee, construction of power plant bldg. *Gloucester Ont:* Argo Construction Ltd, construction of barrack block, HMCS "Gloucester". *London Ont:* Provincial Engineering Ltd, installation of electrical distribution system; McKay-Cocker Construction Ltd, construction of lecture training bldg, Protestant chapel & sergeants' quarters. *Long Branch Ont:* Semple-Gooder & Co Ltd, *supply & installation of tile floors & base in offices. *North Bay Ont:* Dickson-Larkey Welding & Steel Construction Ltd, connecting up of boiler & supply & installation of auxiliary equipment & piping. *Picton Ont:* St Lawrence Contracting Co Ltd, construction of chapels & outside services. *Trenton Ont:* W O Pickthorne & Son Ltd, alterations & additions to fire alarm system. *Fort Churchill Man:* Bird Construction Co Ltd, extension to bldg, D10. *Winnipeg Man:* John Plaxton Ltd, connecting up of boiler & supply & installation of auxiliary equipment & piping. *Dundurn Sask:* Piggott Construction Ltd, construction of chapel. *Cold Lake Alta:* Poole Construction Co Ltd, construction of GCI installation. *Edmonton Alta:* Alexander Construction Ltd, construction of barrack blocks & mess; Rush & Tompkins Ltd, construction of fire hall; A I M Steel Products Division Ltd, supply & erection of security fencing, Bissell & Calder radio stations (RCCS). *Penhold Alta:* Lockerbie & Hole Western Ltd, connecting up of boiler & supply & installation of auxiliary equipment. *Baldy Hughes B C:* Fred Welsh & Son Ltd, *supply & installation of unit heater. *Chilliwack B C:* Sorensen Construction Co Ltd, construction of chapel & outside services. *Esquimalt B C:* Farmer Construction Ltd, construction of supply bldg, HMCS "Naden". *Kamloops B C:* Cementation Co (Canada) Ltd, revising existing water supply system & construction of reservoir.

## Building & Maintenance

*Scoudouc N B:* Northern Roofing & Metal Workers Ltd, application of 15-year bonded roofs. *Camp Borden Ont:* John D St Clair Ltd, exterior painting of bldgs. *Rockcliffe Ont:* Shore & Horwitz Construction Co Ltd, cubicling of bldg, RCAF Station. *Sault Ste Marie Ont:* Marson Construction Co, landscaping. *Trenton Ont:* H J McFarland Construction Co Ltd, construction of concrete aprons & roads for the M E & R T garages. *Sea Island B C:* C J Oliver Ltd, permanent subfloor replacement & cubicling of bldg.

## National Harbours Board

*Churchill Harbour Man:* Carter Construction Co Ltd, construction of addition to grain elevator. *Vancouver Harbour B C:* Insul-Mastic & Building Products Ltd, reconditioning wall, Ballantyne Pier, sheds & office.

## National Research Council

*Ottawa Ont:* F E Cummings Construction Co, construction of extension No 2 to the Hydraulics Laboratory, Montreal Road Laboratories; George Cashman Ltd, construction of extension to Cosmic Ray Laboratory, Montreal Road Laboratories.

## Department of Public Works

*Hermitage Nfld:* Diamond Construction Co Ltd, *dredging. *Pinette Landing P E I:* Matheson & MacMillan, wharf improvements (extension). *Blandford N S:* Trynor Construction Co Ltd, breakwater reconstruction. *Chester (Back Harbour) N S:* J P Porter Co Ltd, *dredging. *Halifax N S:* Standard Construction Co Ltd, installation of elevator & alterations to shaft & penthouse, Old Post Office Bldg. *Pictou N S:* Ferguson Industries Ltd, *renewal of plate & replacement of boiler of tug *Fredericton. Port Medway N S:* Lincoln Construction Co Ltd, breakwater repairs. *Yarmouth N S:* Kenney Construction Co Ltd, construction of ferry terminal (Part D); J P Porter Co Ltd, *dredging. *Weymouth North N S:* Clare Construction Co Ltd, wharf repairs. *Fredericton N B:* M F Schurman Co Ltd, addition & alterations to old public bldg. *Moncton N B:* El Pellerin, alterations, fittings, etc, Lounsbury Bldg, RCAF Filter Centre. *Newcastle N B:* Diamond Construction Ltd, paving of Government wharf. *Cap aux Meules P Q:* Eastern Enterprises Ltd, shed reconstruction. *L'Anse a Valleau P Q:* James S Watt, construction of fishing harbour. *Mont Louis P Q:* Captain Irenee Verreault, *dredging. *Matane P Q:* Marples Ridgway Ltd, wharf reconstruction. *Montreal P Q:* J J Shea Ltd, installation of elevators & alterations, etc, Customs Bldg & Customs Examining Warehouse. *Rimouski P Q:* Gulf Maritime Construction Ltd, harbour improvements (spur

wharf extension). *Sorel P Q:* L Lachapelle, construction of landing slip opposite shelter basin below Dock No 2. *Ottawa Ont:* Sirotek Construction Ltd, construction of research piggery, Central Experimental Farm; Edge Ltd, repairs & alterations to plumbing & ventilation systems, Centre Block, Parliament Bldgs; L Gendron & Fils, installation of duplex vacuum pump & receiver, Parliament Bldgs; H H Popham & Co Ltd, installation of air conditioning system, "B" Bldg, Cartier Square; Otis Elevator Co Ltd, supply & installation of passenger elevator, Garland Bldg; Taggart Construction Ltd, construction of walkway bridge between Connaught Bldg & No 9 Temporary Bldg; W O Pickthorne & Son Ltd, renovations for transformer room, Hunter Bldg; Alex I Garvock Ltd, alterations & additions to power plant, Tunney's Pasture; Leopold Beaudoin Construction Ltd, alterations & improvements, Garland Bldg; A Lanctot Construction Co, alterations to 3rd & 4th floors, "C" Bldg, Cartier Square. *Simcoe Ont:* Pigott Construction Co Ltd, erection of public bldg. *Toronto Ont:* J P Porter Co Ltd, *dredging. *Boissevain Man:* Harris Construction Co Ltd, erection of Customs & Immigration Bldgs & site development. *Fort Qu'Appelle Sask:* B W Palmer, alterations & improvements to water supply system, Indian Hospital. *Regina Sask:* Poole Construction Co Ltd, construction of staff boarding house, Dominion Experimental Sub-station. *Fraser River B C:* Fraser River Pile Driving Co Ltd, repairs to Sapperton Pile Dyke. *Masset B C:* Greer & Bridden Ltd, erection of health centre for Indian Services. *Port Hardy B C:* British Columbia Bridge & Dredging Co Ltd, *dredging. *Prince Rupert (Cow Bay) B C:* Armour Salvage (1949) Ltd, construction of floats. *Sointula B C:* Horie-Latimer Construction Co Ltd, wharf & float repairs. *Vancouver B C:* Smith Bros & Wilson Ltd, construction of general post office bldg.

## Department of Transport

*Flat Point N S:* Stephens Construction Ltd, construction of dwelling. *Ingonish Island N S:* R G McDougall, construction of dwelling & lighthouse tower. *La Have (Fort Point) N S:* Rodney Contractors Ltd, construction of dwelling. *Seal Island N S:* Jos S Surette, construction of dwelling. *Point Lepreau N B:* J S Parker, construction of dwelling. *Cap des Rosiers P Q:* J P A Norman Inc, renewal of brick facing on wall of lighthouse tower. *Cape Salmon P Q:* Gulf Maritime Construction Ltd, construction of dwellings & concrete lighthouse tower. *Fort William Ont:* Hacquoil's, additional development, Lakehead Airport. *Windsor Ont:* Cart Paving Co Ltd, additional airport development. *Winnipeg Man:* Commonwealth Construction Co Ltd, additional airport development. *Fort McMurray Alta:* Dawson, Wade & Co & B C Bridge & Dredging Co Ltd, additional airport development.

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## Unemployment Insurance

*(Continued from page 1162)*

24-30. For the week May 30-June 5, 1953, $2,248,673 was paid to 125,558 beneficiaries in respect of 726,684 unemployed days.

The average daily rate of benefit paid for the week May 29-June 4 was $3.12, compared with $3.17 for the week April 24-30, and $3.09 for the week May 30-June 5, 1953.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for May show that insurance books or contribution cards have been issued to 3,754,897 employees who have made contributions to the Unemployment Insurance fund at one time or another since April 1, 1954.

At May 31, employers registered numbered 257,294, an increase of 258 during the month.

## Recent Regulations

*(Continued from page 1160)*

All co-operative purchasing associations and all wholesale distributors who are commission men or commission agents engaged in the distribution of gasoline, oils, greases and other petroleum products were brought under Part I (collective liability system) of the Act from August 2, 1954, by O.C. 1491/54.

The second Order in Council, O.C. 1492/54, amended a 1946 order which brought retail shops and restaurants under the Act except where fewer than two workmen (including members of the employer's family) were employed. The amendment, effective January 1, 1955, brings all restaurants and retail stores under the Act by removing the exception.

# Prices and the Cost of Living*

## Consumer Price Index, July 2, 1954

The consumer price index advanced for the second consecutive month between June 1 and July 2, moving from 116·1 to 116·2. Four of the five main groups registered small increases.

The change in the food index from 112·0 to 112·1 was the result of mixed price movements as increases were reported for eggs, beef, lamb, fresh and canned fruits, and potatoes, while decreases occurred for pork, lard, sugar and some fresh vegetables.

Advances in both rents and home-ownership were reflected in the change in the shelter index from 126·4 to 126·6.

Household operation moved from 117·1 to 117·2 as slight advances in coal, cleaning supplies, paid household help and a number of hardware items outweighed decreases for a few furniture items and appliances.

Among the other commodities and services, increases in drug prices, newspaper rates and local transportation fares overbalanced decreases for gasoline and photographic films. The index for this group moved up from 117·5 to 117·6.

Further decreases in nylon hosiery prices were mainly responsible for the decline in the clothing series from 109·7 to 109·6.

The index one year earlier (July 2, 1953) was 115·4. Group indexes on that date were: food 112·7, shelter 123·9, clothing 110·3, household operation 117·0 and other commodities and services 115·2.

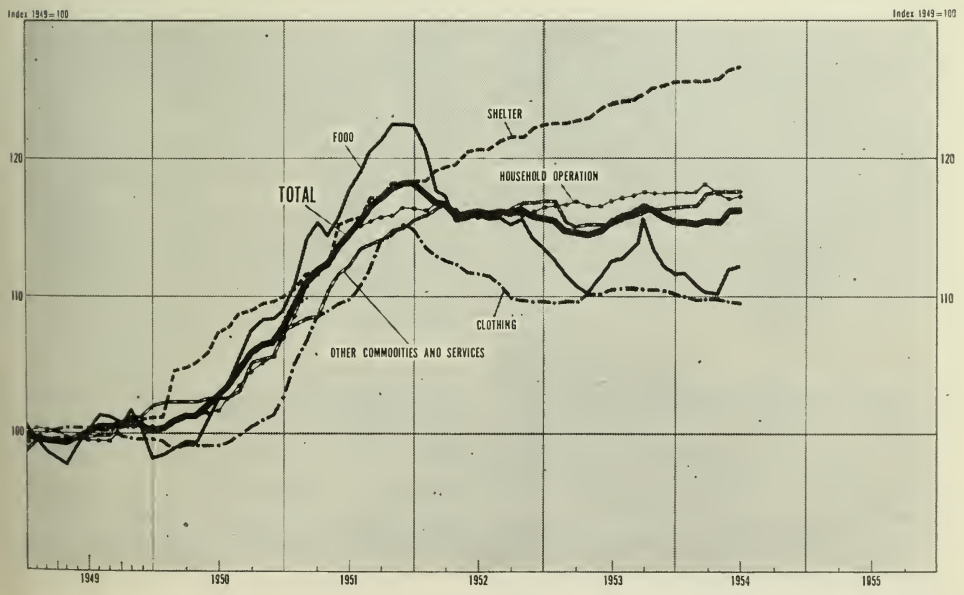
## City Consumer Price Indexes, June 1, 1954

Advances ranging from 0·2 to 0·6 per cent were registered for each of the ten regional consumer price indexes between May 1 and June 1, mainly because of increases in foods and rents. Food indexes were substantially higher in all cities as general increases were recorded for meats, fresh vegetables, fresh and canned fruits, tea, and coffee. Butter and chicken prices were generally lower. Rents moved up in eight centres and were unchanged in two.

Clothing was lower in five cities and higher in one as a result of small changes affecting a few items, notably nylon hosiery. No over-all movement was recorded in the remaining four cities. Changes in electrical appliance prices were mainly responsible for the movements of the household operation indexes. Decreases for cotton sheets, garbage cans and lawnmowers and increases in laundry, dry-cleaning and shoe repair services were also reported in a number of cities. Group indexes were lower in five cities, higher in two and unchanged in three. Other

*See Tables F-1 to F-6 at back of book.

## CONSUMER PRICE INDEX FROM JANUARY 1949






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commodities and services remained at the same level in eight cities, while the St. John's series advanced 0·1 per cent and the Saskatoon-Regina index declined by the same amount.

Regional consumer price index point changes between May 1 and June 1 were as follows: Montreal +0·7 to 117·0; Ottawa +0·6 to 116·1; Saskatoon-Regina +0·6 to 114·1; Toronto +0·5 to 118·2; Winnipeg +0·5 to 115·3; Saint John +0·4 to 116·2; Edmonton-Calgary +0·4 to 114·8; St. John's +0·3 to 102·5*; Halifax +0·3 to 113·9; Vancouver +0·2 to 117·1.

## Wholesale Prices, June 1954

Wholesale prices were slightly lower in June and the DBS general index fell 0·2 per cent to 217·8 from 218·2 in May. Recessions in vegetable products were mainly responsible for the decline, although non-metallic minerals and textile products also moved lower. The other five major groups recorded fractional percentage gains over May levels.

A decline of 1·2 per cent in vegetable products to 194·2 from 196·5 was in large measure a reflection of the reduction in western wheat prices announced early in June. This decrease, which outweighed advances in western barley, oats and rye in the sub-group, was accompanied by lower prices for bran, shorts and flour. Linseed oil and raw sugar also contributed to the decline. Sub-group gains were registered for tea, coffee and cocoa, potatoes, fresh fruits, raw rubber, onions, and canned vegetables.

In response to a general lowering of gasoline prices and a fractional percentage decline in sulphur resulting from slightly lower rates for the United States dollar in Canadian funds, the non-metallic minerals group declined 0·3 per cent to 176·2 from 176·7. Non-ferrous metal products advanced 0·2 per cent to 168·3 from 168·0, increases in zinc, lead, tin ingots and antimony outweighing decreases in copper, silver and gold.

The textile products index moved to 233·6 from 233·7 for a small net loss as declines in raw cotton and cotton fabrics barely overbalanced advances in imported raw wool, worsted yarns and woollen cloth.

An increase of 0·4 per cent in chemical products to 176·6 from 175·9 was mainly the result of higher prices for paint materials.

Animal products moved up 0·2 per cent to 245·0 from 244·5 when increases in fresh meats and eggs proved of more importance than general decreases in cured meats, fishery products, livestock, milk and its products, lard and tallow, hides and leather footwear.

Increases in western fir and cedar lumber and cedar shingles raised the wood and paper products index 0·1 per cent to 286·4 from 286·2; small declines were registered for newsprint and woodpulp because of lower rates for the United States dollar.

A small increase in iron products to 211·7 from 211·8 resulted from an increase in galvanized steel sheets.

The index of Canadian farm product prices at terminal markets was unchanged in June from the May level of 209·6. Field products rose 0·5 per cent to 151·9 from 151·2 as advances in potatoes and western hay proved stronger than declines in flax, eastern grains and eastern hay. In the animal products group lower prices for livestock, chiefly eastern steers, calves and hogs, were mainly responsible for the decline of 0·3 per cent to 267·3 from 268·0.

Residential building material prices climbed 0·5 per cent to 277·4 from 275·9 between May and June. Of greatest importance was the increase in fir lumber, which outweighed decreases in millwork. Cedar shingles, shellac, copper wire and galvanized steel sheets also moved higher. Plumbing and heating declined because of lower prices for lead pipe and bathroom fixtures. Prices of non-residential construction materials rose 0·1 per cent to 121·2 from 121·1.

*On base 1951=100.

## Committee Aids 230,000 Persons to Emigrate from Europe

By June 30, the Intergovernmental Committee for European Migration had aided a total of more than 230,000 persons to migrate, of whom 65,000 left Europe since the beginning of this year. ICEM's 1954 target is approximately 120,000 migrants.

The Committee hopes eventually to raise the annual total to somewhere between 200,000 and 250,000 persons.

# Strikes and Lockouts

## Canada, June 1954*

An increased number of work stoppages resulting from industrial disputes during June involved a greater number of workers and caused more time loss than in any of the previous four months. More than three-quarters of the total loss in June was caused by disputes involving salmon fishermen in British Columbia and beverage room employees in four Alberta cities.

The question of increased wages and related causes was a factor in 14 of the 31 stoppages during June, causing 70 per cent of the total idleness. Of the other disputes, six arose over dismissals or suspensions, five over union questions, four over reduced hours and two over causes affecting working conditions.

Preliminary figures for June 1954 show a total of 31 stoppages in existence during the month, involving 10,157 workers, with a time loss of 86,085 man-days, compared with 20 stoppages in May 1954, involving 3,341 workers and a loss of 31,040 days. In June 1953 there were 31 stoppages, 6,452 workers involved and a loss of 57,300 days.

For the first six months of 1954 preliminary figures show a total of 94 strikes and lockouts, involving 25,250 workers, with a time loss of 364,970 man-days. In the same period in 1953 there were 85 strikes and lockouts, with 19,466 workers involved and a loss of 210,402 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in June 1954 was 0·10 per cent of the estimated working time; May 1954, 0·04 per cent; June 1953, 0·07 per cent; the first six months of 1954, 0·07 per cent; and the first six months of 1953, 0·04 per cent.

Of the 31 disputes during June, two were settled in favour of the workers and seven in favour of the employers; three were compromise settlements and five were indefinite in result, work being resumed pending final settlement. At the end of the month 14 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; and garage workers at Saint John, N.B., on February 9, 1953. The work stoppage of sawmill workers at Stellarton, N.S., which began on October 19, 1953, was settled during the month and work was resumed beginning June 22, 1954.)

## Great Britain and Other Countries

(The latest available information on strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in April 1954 was 160 and 15 were still in progress from the previous month, making a total of 175 during the month. In all stoppages of work in progress 29,400 workers were involved and a time loss of 73,000 days caused.

Of the 160 disputes leading to stoppages of work which began in April, five, directly involving 1,200 workers, arose over demands for advances in wages, and 72, directly involving 10,500 workers, over other wage questions; three, directly involving 200 workers, over questions as to working hours; 24, directly involving 5,500 workers, over questions respecting the employment of particular classes or persons; 52, directly involving 3,800 workers, over other questions respecting working arrangements; and four, directly involving 500 workers, over questions of trade union principle.

### United States

Preliminary figures for May 1954 show 350 work stoppages resulting from labour-management disputes beginning in the month, in which 180,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,750,000 man-days. Corresponding figures for April 1954 were 300 stoppages involving 130,000 workers and a loss of 1,200,000 days.

*See Tables G-1 and G-2 at back of book.



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# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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8. **Bureau of National Affairs, Washington, D.C.** *How to cut Waste of Equipment.* Washington, c1954. Pp. 12.

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## TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

| | Week Ended May 22, 1954 | | | Week Ended April 17, 1954 | | |
|---|---|---|---|---|---|---|
| | Total | Males | Females | Total | Males | Females |
| Total civilian non-institutional population | 10,234 | 5,096 | 5,138 | 10,158 | 5,052 | 5,106 |
| A. Civilian labour force | 5,392 | 4,202 | 1,190 | 5,257 | 4,071 | 1,186 |
| Persons at work | 5,080 | 3,933 | 1,147 | 4,845 | 3,715 | 1,130 |
| 35 hours or more | 4,729 | 3,754 | 975 | 2,890 | 2,386 | 504 |
| Less than 35 hours | 351 | 179 | 172 | (2) 1,955 | 1,329 | 626 |
| Usually work 35 hours or more | 128 | 97 | 31 | 1,752 | 1,254 | 498 |
| (a) laid off for part of the week | * | * | * | * | * | * |
| (b) on short time | 44 | 31 | 13 | 59 | 45 | 14 |
| (c) lost job during the week | * | * | * | * | * | * |
| (d) found job during the week | * | * | * | * | * | * |
| (e) bad weather | 16 | 15 | * | 14 | 14 | * |
| (f) illness | 23 | 17 | * | 20 | 16 | * |
| (g) industrial dispute | * | * | * | * | * | * |
| (h) vacation | * | * | * | (2) 81 | 50 | 31 |
| (i) other | 17 | 13 | * | (2) 1,560 | 1,114 | 446 |
| Usually work less than 35 hours | 223 | 82 | 141 | 203 | 75 | 128 |
| Persons with jobs not at work | 95 | 76 | 19 | 109 | 86 | 23 |
| Usually work 35 hours or more | 92 | 74 | 18 | 106 | 84 | 22 |
| (a) laid off for full week | 10 | * | * | 20 | 17 | * |
| (b) bad weather | * | * | * | * | * | * |
| (c) illness | 44 | 36 | * | 47 | 37 | 10 |
| (d) industrial dispute | * | * | * | * | * | * |
| (e) vacation | 28 | 21 | * | 22 | 15 | * |
| (f) other | * | * | * | 12 | 10 | * |
| Usually work less than 35 hours | * | * | * | * | * | * |
| Persons without jobs and seeking work (1) | 217 | 193 | 24 | 303 | 270 | 33 |
| B. Persons not in the labour force | 4,842 | 894 | 3,948 | 4,901 | 981 | 3,920 |
| (a) permanently unable or too old to work | 177 | 112 | 65 | 194 | 129 | 65 |
| (b) keeping house | 3,412 | * | 3,410 | 3,391 | * | 3,387 |
| (c) going to school | 676 | 342 | 334 | 697 | 359 | 338 |
| (d) retired or voluntarily idle | 561 | 429 | 132 | 600 | 478 | 122 |
| (e) other | 16 | * | * | 19 | 11 | * |

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

(2) The usually large number working less than 35 hours was due to Good Friday being in the survey week. This explains nearly all the absence reported under (h) and (i).

* Less than 10,000.

## TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

| | Week Ended May 22, 1954 | | | Week Ended April 17, 1954 | | |
|---|---|---|---|---|---|---|
| | Total | Seeking Full-Time Work | Seeking Part-Time Work | Total | Seeking Full-Time Work | Seeking Part-Time Work |
| Total looking for work | 235 | 219 | 16 | 320 | 297 | 23 |
| Without jobs | 217 | 204 | 13 | 303 | 282 | 21 |
| Under 1 month | 53 | — | — | 66 | — | — |
| 1— 3 months | 70 | — | — | 107 | — | — |
| 4— 6 months | 61 | — | — | 102 | — | — |
| 7—12 months | 27 | — | — | 23 | — | — |
| 13—18 months | * | — | — | * | — | — |
| 19— and over | * | — | — | * | — | — |
| Worked | 18 | 15 | * | 17 | 15 | * |
| 1—14 hours | * | * | * | * | * | * |
| 15—34 hours | 14 | 12 | * | 13 | 11 | * |

* Less than 10,000.

## TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED MAY 22, 1954

(Estimates in thousands)

| —— | Canada | Nfld. | P.E.I. N.S. N.B. | Que. | Ont. | Man. Sask. Alta. | B.C. |
|---|---|---|---|---|---|---|---|
| *The Labour Force* | | | | | | | |
| Both Sexes | 5,392 | 100 | 405 | 1,515 | 1,987 | 957 | 428 |
| Agricultural | 891 | * | 53 | 221 | 245 | 352 | 18 |
| Non-Agricultural | 4,501 | 98 | 352 | 1,294 | 1,742 | 605 | 410 |
| Males | 4,202 | 83 | 327 | 1,182 | 1,503 | 773 | 334 |
| Agricultural | 854 | * | 50 | 217 | 230 | 339 | 16 |
| Non-Agricultural | 3,348 | 81 | 277 | 965 | 1,273 | 434 | 318 |
| Females | 1,190 | 17 | 78 | 333 | 484 | 184 | 94 |
| Agricultural | 37 | * | * | * | 15 | 13 | * |
| Non-Agricultural | 1,153 | 17 | 75 | 329 | 469 | 171 | 92 |
| All ages | 5,392 | 100 | 405 | 1,515 | 1,987 | 957 | 428 |
| 14—19 years | 515 | 13 | 42 | 182 | 166 | 83 | 29 |
| 20—24 years | 723 | 17 | 50 | 234 | 247 | 130 | 45 |
| 25—44 years | 2,498 | 45 | 183 | 704 | 917 | 441 | 208 |
| 45—64 years | 1,440 | 22 | 108 | 356 | 564 | 262 | 128 |
| 65 years and over | 216 | * | 22 | 39 | 93 | 41 | 18 |
| *Persons with Jobs* | | | | | | | |
| All status groups | 5,175 | 89 | 377 | 1,439 | 1,922 | 938 | 410 |
| Males | 4,009 | 73 | 301 | 1,114 | 1,447 | 756 | 318 |
| Females | 1,166 | 16 | 76 | 325 | 475 | 182 | 92 |
| Agricultural | 886 | * | 52 | 219 | 244 | 351 | 18 |
| Non-Agricultural | 4,289 | 87 | 325 | 1,220 | 1,678 | 587 | 392 |
| Paid Workers | 3,885 | 72 | 279 | 1,103 | 1,551 | 537 | 343 |
| Males | 2,834 | 57 | 214 | 803 | 1,121 | 377 | 262 |
| Females | 1,051 | 15 | 65 | 300 | 430 | 160 | 81 |
| *Persons Without Jobs and Seeking Work* | | | | | | | |
| Both Sexes | 217 | 11 | 28 | 76 | 65 | 19 | 18 |
| *Persons not in the Labour Force* | | | | | | | |
| Both Sexes | 4,842 | 141 | 450 | 1,352 | 1,567 | 880 | 452 |
| Males | 894 | 41 | 91 | 229 | 256 | 171 | 106 |
| Females | 3,948 | 100 | 359 | 1,123 | 1,311 | 709 | 346 |

* Less than 10,000.

## TABLE A-4.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Month | Atlantic | Quebec | Ontario | Prairies | B.C. Yukon N.W.T. | Canada Total | Adult Males |
|---|---|---|---|---|---|---|---|
| 1949—Total | 2,777 | 18,005 | 48,607 | 17,904 | 7,924 | 95,217 | 39,044 |
| 1950—Total | 2,198 | 13,575 | 39,041 | 12,975 | 6,123 | 73,912 | 30,700 |
| 1951—Total | 3,928 | 46,033 | 104,842 | 25,165 | 14,423 | 194,391 | 95,818 |
| 1952—Total | 4,531 | 35,318 | 86,059 | 23,560 | 15,030 | 164,498 | 66,083 |
| 1953—Total | 4,049 | 34,294 | 90,120 | 27,208 | 13,197 | 168,868 | 68,269 |
| 1953—January-May | 1,912 | 11,099 | 30,982 | 10,901 | 5,066 | 59,960 | 24,727 |
| 1954—January-May | 1,576 | 12,215 | 37,533 | 1,1463 | 5,168 | 67,955 | 30,294 |

## TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Month | Managerial and Professional | Clerical | Transportation and Communication | Commercial and Financial | Service | Agriculture | Fishing, Trapping, Logging and Mining | Manufacturing, Mechanical and Construction | Labourers | Others | Total Workers |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1951—Total | 4,001 | 5,317 | ..... | ..... | ..... | 25,890 | ..... | ..... | ..... | 5,402 | 114,786 |
| 1952—Total | 7,054 | 6,900 | ..... | ..... | ..... | 16,971 | ..... | ..... | ..... | 1,526 | 85,029 |
| 1953—Total | 10,021 | 6,339 | 1,855 | 3,185 | 13,766 | 17,250 | 879 | 26,492 | 10,380 | 966 | 91,133 |
| 1953—January-May | 3,644 | 2,371 | 698 | 1,276 | 4,342 | 7,955 | 281 | 9,282 | 2,439 | 382 | 32,670 |
| 1954—January-May | 3,910 | 2,829 | 985 | 1,283 | 5,078 | 6,722 | 364 | 11,690 | 5,259 | 365 | 38,485 |

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

## B—Labour Income

### TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

| — | Agriculture, Forestry, Fishing, Trapping, Mining | Manufacturing | Construction | Utilities, Transportation, Communication, Storage Trade | Finance, Services, (including Government) | Supplementary Labour Income | Total |
|---|---|---|---|---|---|---|---|
| 1939—Average | 23 | 62 | 8 | 58 | 59 | 5 | 215 |
| 1940—Average | 26 | 78 | 11 | 63 | 60 | 6 | 244 |
| 1941—Average | 29 | 106 | 16 | 73 | 66 | 8 | 298 |
| 1942—Average | 30 | 142 | 18 | 80 | 72 | 11 | 353 |
| 1943—Average | 32 | 168 | 21 | 86 | 78 | 14 | 399 |
| 1944—Average | 33 | 171 | 17 | 95 | 83 | 13 | 412 |
| 1945—Average | 35 | 156 | 19 | 100 | 90 | 13 | 413 |
| 1946—Average | 41 | 147 | 25 | 114 | 103 | 14 | 444 |
| 1947—Average | 42 | 177 | 34 | 134 | 114 | 17 | 518 |
| 1948—Average | 49 | 203 | 41 | 154 | 131 | 19 | 597 |
| *1949—Average | 49 | 214 | 47 | 169 | 147 | 21 | 647 |
| 1950—Average | 55 | 231 | 47 | 180 | 156 | 24 | 693 |
| 1951—Average | 72 | 272 | 52 | 208 | 178 | 28 | 810 |
| 1952—Average | 76 | 302 | 62 | 230 | 199 | 32 | 901 |
| 1953—Average | 73 | 330 | 70 | 250 | 215 | 34 | 972 |
| 1951—November | 85 | 283 | 59 | 223 | 190 | 30 | 870 |
| December | 83 | 289 | 50 | 223 | 188 | 29 | 862 |
| 1952—January | 80 | 282 | 48 | 215 | 188 | 31 | 844 |
| February | 82 | 287 | 47 | 216 | 193 | 30 | 855 |
| March | 75 | 293 | 48 | 217 | 193 | 31 | 857 |
| April | 64 | 293 | 53 | 222 | 194 | 31 | 857 |
| May | 70 | 295 | 59 | 227 | 198 | 31 | 880 |
| June | 72 | 295 | 61 | 231 | 202 | 31 | 892 |
| July | 72 | 297 | 70 | 234 | 198 | 32 | 903 |
| August | 78 | 308 | 75 | 234 | 198 | 32 | 925 |
| September | 80 | 315 | 74 | 236 | 203 | 33 | 941 |
| October | 83 | 317 | 78 | 238 | 205 | 34 | 955 |
| November | 84 | 321 | 75 | 242 | 206 | 33 | 961 |
| December | 78 | 325 | 62 | 244 | 205 | 34 | 948 |
| 1953—January | 72 | 321 | 58 | 246† | 203 | 34 | 934 |
| February | 70 | 326 | 55 | 234 | 205 | 33 | 923 |
| March | 62 | 328 | 57 | 234 | 210 | 33 | 924 |
| April | 60 | 328 | 63 | 251† | 210 | 34 | 946 |
| May | 69 | 331 | 72 | 246 | 214 | 34 | 966 |
| June | 75 | 333 | 72 | 251 | 216 | 34 | 981 |
| July | 77 | 330 | 76 | 253 | 212 | 35 | 983 |
| August | 80 | 334 | 81 | 253 | 212 | 34 | 994 |
| September | 80 | 337 | 82 | 256 | 224 | 35 | 1,014 |
| October | 78 | 333 | 83 | 257 | 226 | 35 | 1,012 |
| November | 77 | 328 | 76 | 256 | 224 | 35 | 996 |
| December | 71 | 333 | 69 | 255 | 225 | 35 | 988 |
| 1954—January | 65 | 322 | 56 | 245 | 223 | 34 | 945 |
| February | 66 | 325 | 54 | 247 | 225 | 33 | 950 |
| March | 62 | 323 | 54 | 245 | 226 | 33 | 943 |
| April | 59 | 322 | 59 | 251 | 229 | 34 | 954 |

* Includes Newfoundland, since 1949. † Includes retroactive wage payment to railway employees.

# C—Employment, Hours and Earnings

## TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

**Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At May 1, employers in the principal non-agricultural industries reported a total employment of 2,386,310.**

| Year and Month | Canada | Newfoundland | Prince Edward Island | Nova Scotia | New Brunswick | Quebec | Ontario | Manitoba | Saskatchewan | Alberta | British Columbia |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1947—Average | 95·7 | ..... | 93·3 | 92·1 | 104·3 | 97·8 | 94·7 | 93·6 | 97·2 | 88·1 | 97·1 |
| 1948—Average | 99·7 | ..... | 102·6 | 99·6 | 105·2 | 101·2 | 98·9 | 97·2 | 99·5 | 93·7 | 101·3 |
| 1949—Average | 100·0 | ..... | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 |
| 1950—Average | 101·5 | ..... | 110·3 | 95·6 | 102·6 | 100·5 | 102·7 | 100·8 | 100·8 | 104·5 | 100·8 |
| 1951—Average | 108·8 | 111·7 | 112·6 | 100·3 | 109·0 | 109·2 | 110·4 | 103·9 | 106·0 | 112·4 | 106·1 |
| 1952—Average | 111·6 | 130·2 | 123·2 | 104·0 | 109·5 | 113·4 | 112·0 | 106·0 | 111·4 | 120·8 | 106·7 |
| 1953—Average | 113·4 | 140·9 | 116·4 | 101·2 | 101·4 | 112·8 | 114·7 | 107·2 | 116·0 | 128·5 | 108·4 |
| May 1, 1952 | 107·2 | 115·0 | 111·8 | 98·1 | 101·1 | 106·4 | 108·8 | 102·5 | 105·4 | 114·8 | 107·5 |
| Jan. 1, 1953 | 113·0 | 132·4 | 116·7 | 99·3 | 107·8 | 113·8 | 114·5 | 106·7 | 113·5 | 125·7 | 106·4 |
| Feb. 1, 1953 | 110·3 | 125·3 | 110·8 | 101·0 | 100·6 | 110·6 | 113·1 | 104·0 | 106·2 | 121·6 | 101·0 |
| Mar. 1, 1953 | 110·0 | 117·8 | 103·7 | 97·9 | 98·6 | 109·7 | 112·9 | 102·5 | 105·7 | 122·7 | 102·1 |
| Apr. 1, 1953 | 110·0 | 122·4 | 104·0 | 96·9 | 96·6 | 108·3 | 113·2 | 102·9 | 105·7 | 121·6 | 104·6 |
| May 1, 1953 | 110·9 | 133·6 | 108·3 | 97·4 | 94·8 | 109·1 | 113·4 | 104·8 | 109·2 | 123·6 | 106·5 |
| June 1, 1953 | 112·4 | 144·1 | 118·8 | 100·7 | 99·6 | 111·8 | 113·7 | 106·7 | 115·1 | 127·7 | 108·1 |
| July 1, 1953 | 114·9 | 154·7 | 119·6 | 103·9 | 100·4 | 113·7 | 115·7 | 109·3 | 119·7 | 131·3 | 111·6 |
| Aug. 1, 1953 | 115·6 | 156·6 | 124·6 | 104·2 | 105·4 | 114·0 | 115·4 | 110·5 | 123·3 | 135·2 | 114·2 |
| Sept. 1, 1953 | 116·6 | 156·0 | 124·7 | 104·0 | 107·1 | 115·6 | 116·5 | 111·1 | 123·3 | 135·6 | 114·7 |
| Oct. 1, 1953 | 116·9 | 157·4 | 119·8 | 104·7 | 102·2 | 116·2 | 117·1 | 110·5 | 123·9 | 135·0 | 114·6 |
| Nov. 1, 1953 | 115·9 | 149·8 | 125·2 | 103·9 | 101·9 | 116·3 | 116·3 | 108·7 | 124·1 | 132·4 | 110·2 |
| Dec. 1, 1953 | 114·1 | 141·2 | 121·1 | 100·2 | 102·3 | 114·6 | 114·8 | 108·8 | 122·7 | 130·1 | 107·1 |
| Jan. 1, 1954 | 109·9 | 125·4 | 105·8 | 97·5 | 99·7 | 108·7 | 112·3 | 104·7 | 115·9 | 124·7 | 103·2 |
| Feb. 1, 1954 | 107·0 | 113·4 | 96·0 | 95·4 | 97·6 | 105·7 | 110·8 | 100·9 | 109·5 | 118·3 | 97·5 |
| Mar. 1, 1954 | 106·6 | 112·3 | 102·4 | 95·2 | 96·8 | 105·2 | 110·2 | 99·6 | 108·7 | 119·4 | 98·5 |
| Apr. 1, 1954 | 105·6 | 113·1 | 93·4 | 93·3 | 91·3 | 103·5 | 109·0 | 99·9 | 107·4 | 118·5 | 101·8 |
| May 1, 1954 | 106·1 | 117·8 | 97·6 | 92·8 | 89·9 | 104·6 | 109·0 | 100·2 | 110·2 | 118·6 | 103·0 |
| Percentage Distribution of Employees of Reporting Establishments at May 1, 1954 | 100·0 | 1·5 | 0·2 | 3·3 | 2·2 | 28·2 | 43·1 | 5·1 | 2·4 | 5·0 | 9·0 |

NOTE:—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

## TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

| Year and Month | Industrial Composite[1] | | | | Manufacturing | | | |
|---|---|---|---|---|---|---|---|---|
| | Index Numbers | | | Average weekly Wages and Salaries | Index Numbers | | | Average weekly Wages and Salaries |
| | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | |
| | | | | $ | | | | $ |
| 1947—Average | 95·7 | 80·7 | 84·2 | 36.19 | 97·2 | 80·4 | 92·6 | 36.34 |
| 1948—Average | 99·7 | 93·2 | 93·2 | 40.06 | 100·1 | 92·6 | 92·5 | 40.67 |
| 1949—Average | 100·0 | 100·0 | 100·0 | 42.96 | 100·0 | 100·0 | 100·0 | 43.97 |
| 1950—Average | 101·5 | 106·0 | 104·4 | 44.84 | 100·9 | 106·2 | 105·1 | 46.21 |
| 1951—Average | 108·8 | 125·6 | 115·5 | 49.61 | 108·0 | 126·1 | 116·6 | 51.25 |
| 1952—Average | 111·6 | 139·7 | 126·0 | 54.13 | 109·3 | 140·3 | 127·6 | 56.11 |
| 1953—Average | 113·4 | 151·5 | 133·4 | 57.30 | 113·3 | 152·4 | 134·2 | 59.01 |
| May 1, 1952 | 107·2 | 135·2 | 126·5 | 54.34 | 107·3 | 138·1 | 128·6 | 56.55 |
| Jan. 1, 1953 | 113·0 | 141·6 | 125·3 | 53.81 | 111·4 | 139·1 | 124·9 | 54.92 |
| Feb. 1, 1953 | 110·3 | 145·6 | 132·0 | 56.72 | 111·9 | 149·7 | 133·8 | 58.82 |
| Mar. 1, 1953 | 110·0 | 147·0 | 133·6 | 57.40 | 112·7 | 151·9 | 134·8 | 59.25 |
| Apr. 1, 1953 | 110·0 | 146·7 | 133·4 | 57.33 | 112·9 | 152·6 | 135·2 | 59.43 |
| May 1, 1953 | 110·9 | 148·2 | 133·9 | 57.52 | 113·1 | 152·9 | 135·2 | 59.43 |
| June 1, 1953 | 112·4 | 151·5 | 134·4 | 57.72 | 113·4 | 154·0 | 135·2 | 59.43 |
| July 1, 1953 | 114·9 | 154·5 | 134·0 | 57.57 | 114·7 | 155·0 | 134·5 | 59.16 |
| Aug. 1, 1953 | 115·6 | 155·3 | 133·9 | 57.52 | 114·4 | 153·9 | 134·0 | 58.93 |
| Sept. 1, 1953 | 116·6 | 157·0 | 134·1 | 57.61 | 115·6 | 155·4 | 133·8 | 58.83 |
| Oct. 1, 1953 | 116·9 | 158·7 | 135·3 | 58.11 | 115·2 | 157·1 | 135·8 | 59.69 |
| Nov. 1, 1953 | 115·9 | 157·4 | 135·3 | 58.14 | 113·1 | 155·0 | 136·4 | 59.98 |
| Dec. 1, 1953 | 114·1 | 154·9 | 135·3 | 58.13 | 110·9 | 152·8 | 137·1 | 60.29 |
| Jan.. 1, 1954 | 109·9 | 145·3 | 131·7 | 56.56 | 108·0 | 143·7 | 132·5 | 58.24 |
| Feb. 1, 1954 | 107·0 | 146·2 | 136·1 | 58.47 | 108·3 | 150·0 | 137·8 | 60·60 |
| Mar. 1, 1954 | 106·6 | 147·6 | 137·8 | 59.22 | 108·3 | 151·2 | 139·0 | 61.13 |
| Apr 1, 1954 | 105·6 | 145·7 | 137·5 | 59.06 | 107·9 | 150·8 | 139·2 | 61.19 |
| May 1, 1954 | 106·1 | 146·7 | 137·7 | 59.14 | 107·3 | 150·2 | 139·4 | 61.28 |

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

## TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

| Area and Industries | Index Numbers (1949 = 100) | | | | | | Average Weekly Wages and Salaries in Dollars | | |
|---|---|---|---|---|---|---|---|---|---|
| | Employment | | | Payrolls | | | | | |
| | May 1, 1954 | Apr. 1, 1954 | May 1, 1953 | May 1, 1954 | Apr. 1, 1954 | May 1, 1953 | May 1, 1954 | Apr. 1, 1954 | May 1, 1953 |
| (a) Provinces | | | | | | | | | |
| Newfoundand | 117·8 | 113·1 | 136·8 | 167·1 | 163·3 | 196·1 | 53.23 | 54.19 | 55.00 |
| Prince Edlward Island | 97·6 | 93·4 | 108·3 | 133·0 | 126·0 | 147·3 | 45.93 | 45.45 | 45.77 |
| Nova Scotia | 92·8 | 93·3 | 97·4 | 124·8 | 124·8 | 129·2 | 50.37 | 50.08 | 49.43 |
| New Brunswick | 89·9 | 91·3 | 94·8 | 120·3 | 124·1 | 123·5 | 50.61 | 51.43 | 49.44 |
| Quebec | 104·6 | 103·5 | 109·1 | 144·3 | 143·2 | 146·4 | 56.68 | 56.85 | 54.56 |
| Ontario | 109·0 | 109·0 | 113·4 | 151·1 | 150·6 | 152·8 | 61.35 | 61.20 | 59.65 |
| Manitoba | 100·2 | 99·9 | 104·8 | 131·9 | 130·8 | 133·9 | 56.02 | 55.76 | 55.05 |
| Saskatchewan | 110·2 | 107·4 | 109·2 | 147·7 | 143·0 | 140·9 | 55.53 | 55.19 | 54.15 |
| Alberta | 118·6 | 118·5 | 123·6 | 160·1 | 159·2 | 160·3 | 59.95 | 59.68 | 58.57 |
| British Columbia | 103·0 | 101·8 | 106·5 | 146·9 | 143·9 | 146·7 | 65.11 | 64.51 | 63.81 |
| **CANADA** | **106·1** | **105·6** | **110·9** | **146·7** | **145·7** | **148·2** | **59.14** | **59.06** | **57.52** |
| (b) Metropolitan Areas | | | | | | | | | |
| St. John's | 106·3 | 105·0 | 114·5 | 142·7 | 140·2 | 154·0 | 43.25 | 43.02 | 43.32 |
| Sydney | 90·9 | 92·7 | 103·9 | 115·3 | 115·8 | 131·7 | 59.52 | 58.63 | 59.54 |
| Halifax | 109·8 | 116·3 | 109·0 | 149·0 | 157·1 | 143·8 | 48.30 | 48.05 | 47.20 |
| Saint John | 98·6 | 105·1 | 96·3 | 131·3 | 139·4 | 119·8 | 47.76 | 47.55 | 44.95 |
| Quebec | 109·1 | 106·5 | 109·5 | 151·2 | 144·3 | 144·5 | 49.18 | 48.11 | 47.04 |
| Sherbrooke | 96·5 | 96·8 | 106·2 | 127·3 | 128·2 | 138·7 | 47.53 | 47.76 | 47.15 |
| Three Rivers | 100·8 | 95·6 | 100·4 | 135·3 | 130·2 | 128·0 | 55.18 | 55.94 | 52.82 |
| Drummondville | 68·6 | 68·8 | 87·5 | 92·3 | 93·7 | 117·9 | 52.27 | 52.92 | 52.37 |
| Montreal | 110·8 | 109·4 | 113·8 | 152·7 | 150·4 | 150·8 | 57.55 | 57.39 | 55.71 |
| Ottawa—Hull | 106·7 | 105·3 | 108·2 | 146·7 | 144·3 | 140·4 | 53.99 | 53.81 | 51.29 |
| Peterborough | 98·8 | 99·0 | 96·2 | 138·7 | 137·4 | 128·1 | 62.90 | 62.19 | 59.70 |
| Oshawa | 156·2 | 157·6 | 166·1 | 202·6 | 199·2 | 219·5 | 66.06 | 64.38 | 67.22 |
| Niagara Falls | 145·5 | 145·7 | 165·0 | 224·4 | 224·0 | 255·7 | 70.35 | 70.14 | 71.03 |
| St. Catharines | 109·9 | 110·3 | 124·1 | 150·5 | 150·7 | 167·2 | 67.38 | 67.22 | 66.91 |
| Toronto | 119·3 | 119·1 | 118·5 | 168·0 | 167·0 | 159·1 | 62.30 | 62.04 | 59.91 |
| Hamilton | 103·7 | 103·6 | 111·5 | 142·6 | 141·5 | 146·9 | 63.82 | 63.34 | 61.88 |
| Brantford | 82·9 | 83·9 | 90·9 | 112·2 | 116·5 | 120·1 | 59.34 | 60.86 | 57.85 |
| Galt | 98·3 | 98·3 | 110·3 | 134·3 | 136·3 | 152·0 | 53.73 | 54.51 | 54.15 |
| Kitchener | 104·1 | 102·9 | 108·0 | 143·3 | 142·5 | 145·7 | 55.98 | 56.35 | 54.97 |
| Sudbury | 132·0 | 132·1 | 133·8 | 178·6 | 179·1 | 175·5 | 72.42 | 72.59 | 70.14 |
| London | 111·4 | 111·3 | 112·9 | 153·2 | 153·0 | 152·9 | 55.80 | 55.78 | 54.79 |
| Sarnia | 122·3 | 115·8 | 120·0 | 187·2 | 171·8 | 175·9 | 74.45 | 72.15 | 71.39 |
| Windsor | 102·3 | 104·2 | 115·3 | 138·5 | 141·1 | 158·3 | 68.27 | 68.29 | 69.70 |
| Sault Ste. Marie | 103·7 | 105·1 | 141·0 | 134·7 | 124·8 | 176·9 | 66.17 | 60.54 | 64.14 |
| Ft. William—Pt. Arthur | 102·2 | 98·1 | 117·9 | 135·8 | 132·5 | 159·2 | 59.78 | 60.76 | 60.95 |
| Winnipeg | 100·8 | 100·2 | 102·6 | 135·0 | 134·7 | 134·8 | 53.14 | 53.39 | 51.81 |
| Regina | 116·1 | 112·7 | 107·6 | 160·3 | 157·4 | 140·9 | 52.81 | 53.40 | 50.06 |
| Saskatoon | 115·8 | 112·6 | 110·9 | 160·9 | 157·8 | 146·5 | 51.85 | 52.31 | 49.36 |
| Edmonton | 135·7 | 132·7 | 143·6 | 188·7 | 184·8 | 208·8 | 56.63 | 56.71 | 59.02 |
| Calgary | 124·4 | 123·6 | 123·9 | 171·2 | 168·0 | 164·0 | 57.87 | 57.13 | 55.46 |
| Vancouver | 100·6 | 100·7 | 100·0 | 141·3 | 140·3 | 134·6 | 61.49 | 61.01 | 59.05 |
| Victoria | 105·2 | 104·3 | 111·1 | 146·3 | 149·1 | 149·5 | 57.86 | 59.51 | 56.51 |
| (c) Industries | | | | | | | | | |
| Forestry (chiefly logging) | 51·6 | 69·5 | 61·0 | 79·7 | 108·6 | 85·8 | 61.69 | 62.39 | 58.23 |
| Mining | 106·5 | 108·2 | 111·9 | 145·1 | 146·2 | 149·0 | 70.02 | 69.43 | 68.08 |
| Manufacturing | 107·3 | 107·9 | 113·1 | 150·2 | 150·8 | 152·9 | 61.28 | 61.19 | 59.43 |
| Durable Goods [1] | 116·8 | 117·7 | 124·6 | 163·1 | 164·0 | 169·0 | 65.62 | 65.45 | 63.99 |
| Non-Durable Goods | 99·1 | 99·4 | 102·9 | 137·5 | 137·8 | 136·2 | 56.88 | 56.83 | 54.63 |
| Construction | 98·0 | 89·2 | 108·5 | 145·2 | 135·4 | 157·4 | 61.39 | 62.85 | 59.99 |
| Transportation, storage, communication | 106·2 | 103·1 | 109·1 | 138·5 | 133·0 | 139·1 | 62.64 | 61.91 | 61.21 |
| Public utility operation | 111·5 | 110·1 | 109·4 | 159·7 | 156·7 | 147·2 | 68.40 | 67.99 | 64.64 |
| Trade | 112·2 | 111·1 | 109·1 | 153·8 | 152·1 | 143·9 | 50.72 | 50.68 | 48.37 |
| Finance, insurance and real estate | 126·2 | 126·0 | 122·2 | 161·7 | 159·7 | 148·8 | 54.07 | 53.53 | 52.06 |
| Service [2] | 107·9 | 106·5 | 105·9 | 145·3 | 142·3 | 136·2 | 38.95 | 38.65 | 37.31 |
| Industrial composite | 106·1 | 105·6 | 110·9 | 146·7 | 145·7 | 148·2 | 59.14 | 59.06 | 57.52 |

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

**Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all-wage-earners of the co-operative firms.**

## TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

| Year and Month | All Manufactures | | | Durable Goods | | | Non-Durable Goods | | |
|---|---|---|---|---|---|---|---|---|---|
| | Average Hours | Average Hourly Earnings | Average Weekly Wages | Average Hours | Average Hourly Earnings | Average Weekly Wages | Average Hours | Average Hourly Earnings | Average Weekly Wages |
| | No. | c | $ | No. | c | $ | No. | c | $ |
| 1945—Average | 44·3 | 69·4 | 30.74 | 44·7 | 76·7 | 34.28 | 43·7 | 60·7 | 26.53 |
| 1946—Average | 42·7 | 70·0 | 29.87 | 42·8 | 76·4 | 32.70 | 42·6 | 63·8 | 27.18 |
| 1947—Average | 42·5 | 80·3 | 34.13 | 42·7 | 87·2 | 37.23 | 42·3 | 73·4 | 31.05 |
| 1948—Average | 42·2 | 91·3 | 38.53 | 42·3 | 98·4 | 41.62 | 42·0 | 84·0 | 35.28 |
| 1949—Average | 42·3 | 98·6 | 41.71 | 42·5 | 106·5 | 45.26 | 42·0 | 90·6 | 38.05 |
| 1950—Average | 42·3 | 103·6 | 43.82 | 42·5 | 112·0 | 47.60 | 42·2 | 95·2 | 40.17 |
| 1951—Average | 41·8 | 116·8 | 48.82 | 42·0 | 125·8 | 52.84 | 41·7 | 107·2 | 44.70 |
| 1952—Average | 41·5 | 129·2 | 53.62 | 41·6 | 139·8 | 58.16 | 41·3 | 117·4 | 48.49 |
| 1953—Average | 41·3 | 135·8 | 56.09 | 41·6 | 147·1 | 61.19 | 40·9 | 122·9 | 50.27 |
| May 1, 1952 | 41·9 | 129·4 | 54.22 | 42·1 | 139·5 | 58.73 | 41·6 | 117·8 | 49 00 |
| *Jan. 1, 1953 | 38·3 | 134·0 | 51.32 | 38·5 | 144·5 | 55.63 | 38·2 | 121·8 | 46.53 |
| Feb. 1, 1953 | 41·9 | 134·2 | 56.23 | 41·9 | 145·7 | 61.05 | 41·8 | 120·8 | 50.49 |
| Mar. 1, 1953 | 42·1 | 134·4 | 56.58 | 42·4 | 146·3 | 62.03 | 41·7 | 120·7 | 50.33 |
| Apr. 1, 1953 | 42·1 | 134·9 | 56.79 | 42·3 | 146·7 | 62.05 | 41·8 | 121·3 | 50.70 |
| May 1, 1953 | 41·8 | 135·5 | 56.64 | 42·2 | 146·8 | 61.95 | 41·5 | 122·4 | 50.80 |
| June 1, 1953 | 41·7 | 135·9 | 56.67 | 42·1 | 146·8 | 61.80 | 41·3 | 123·1 | 50.84 |
| July 1, 1953 | 41·3 | 136·2 | 56.25 | 41·9 | 147·0 | 61.59 | 40.8 | 123·5 | 50.39 |
| Aug. 1, 1953 | 41·0 | 136·0 | 55.76 | 41·4 | 147·1 | 60.90 | 40.6 | 123·4 | 50.10 |
| Sept. 1, 1953 | 41·0 | 135·7 | 55.64 | 41·3 | 147·3 | 60.83 | 40·8 | 123·0 | 50.18 |
| Oct. 1, 1953 | 41·5 | 136·6 | 56.69 | 41·9 | 148·5 | 62.22 | 41·1 | 123·7 | 50.84 |
| Nov. 1, 1953 | 41·4 | 137·4 | 58.88 | 41·7 | 148·8 | 62.05 | 41·0 | 124·8 | 51.17 |
| Dec. 1, 1953 | 41·2 | 138·4 | 57.02 | 41·7 | 149·5 | 62.34 | 40·7 | 126·1 | 51.32 |
| *Jan. 1, 1954 | 38·5 | 140·4 | 54.05 | 39·1 | 150·1 | 58.69 | 37.8 | 129·1 | 48.80 |
| Feb. 1, 1954 | 40·7 | 140·4 | 57.14 | 40·8 | 151·4 | 61.77 | 40·6 | 127·9 | 51.93 |
| Mar. 1, 1954 | 41·1 | 140·6 | 57.79 | 41·3 | 151·6 | 62.61 | 40·8 | 128·2 | 52.31 |
| Apr. 1, 1954 | 40·9 | 141·0 | 57.67 | 41·0 | 151·7 | 62.20 | 40·7 | 129·0 | 52.50 |
| May 1, 1954 | 40·6 | 141·9 | 57.61 | 40·9 | 152·4 | 62.33 | 40·4 | 130·1 | 52.56 |

* The averages at these dates were affected by loss of working time at the year end holidays in the case of Jan. 1.

## TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

| | Average Hours Worked | | | Average Hourly Earnings (in cents) | | |
|---|---|---|---|---|---|---|
| | May 1, 1954 | Apr. 1, 1954 | May 1, 1953 | May 1, 1954 | Apr. 1, 1954 | May 1, 1953 |
| Newfoundland | 41·8 | 41·2 | 42·2 | 134·7 | 141·0 | 133·2 |
| Nova Scotia | 41·6 | 40·5 | 42·0 | 125·6 | 125·8 | 121·4 |
| New Brunswick | 41·3 | 41·5 | 42·5 | 126·8 | 125·8 | 120·6 |
| Quebec | 41·7 | 42·3 | 43·3 | 128·1 | 126·9 | 121·1 |
| Ontario | 40·2 | 40·3 | 41·4 | 149·7 | 148·9 | 143·5 |
| Manitoba | 39·8 | 40·5 | 40·9 | 135·2 | 134·0 | 131·1 |
| Saskatchewan | 39·7 | 40·8 | 40·8 | 145·4 | 143·6 | 134·3 |
| Alberta | 39·8 | 39·8 | 40·5 | 146·4 | 145·6 | 139·6 |
| British Columbia | 38·5 | 38·4 | 38·5 | 169·5 | 168·8 | 164·6 |
| Montreal | 40·8 | 41·5 | 42·3 | 134·2 | 132·8 | 127·8 |
| Toronto | 40·1 | 40·3 | 41·0 | 150·0 | 148·9 | 143·2 |
| Hamilton | 39·8 | 39·6 | 40·4 | 161·2 | 160·7 | 155·3 |
| Windsor | 40·6 | 40·3 | 43·0 | 169·1 | 167·8 | 165·3 |
| Winnipeg | 39·5 | 40·1 | 40·6 | 133·6 | 132·7 | 129·9 |
| Vancouver | 38·1 | 37·9 | 38·4 | 167·2 | 166·2 | 160·8 |

## TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

| Industry | Average Hours | | | Average Hourly Earnings | | | Average Weekly Wages | | |
|---|---|---|---|---|---|---|---|---|---|
| | May 1 1954 | Apr. 1 1954 | May 1 1953 | May 1 1954 | Apr. 1 1954 | May 1 1953 | May 1 1954 | Apr. 1 1954 | May 1 1953 |
| | no. | no. | no. | c | c | c | $ | $ | $ |
| Mining | 42·1 | 41·6 | 42·4 | 158·0 | 157·3 | 153·7 | 66.52 | 65.44 | 65.17 |
| Metal mining | 43·8 | 44·0 | 44·5 | 162·3 | 160·7 | 156·3 | 71.09 | 70.71 | 69.55 |
| Gold | 45·7 | 45·9 | 46·3 | 139·0 | 137·9 | 134·1 | 63.52 | 63.30 | 62.09 |
| Other metal | 42·6 | 42·9 | 43·4 | 176·8 | 174·6 | 170·9 | 75.32 | 74.90 | 74.17 |
| Fuels | 38·7 | 36·5 | 38·1 | 153·5 | 153·9 | 153·0 | 59.40 | 56.17 | 56.2′ |
| Coal | 37·8 | 34·4 | 37·0 | 147·5 | 147·1 | 149·3 | 55.76 | 50.60 | 55.24 |
| Oil and natural gas | 41·6 | 43·9 | 42·3 | 172·6 | 172·4 | 165·7 | 71.80 | 75.68 | 70.09 |
| Non-metal | 41·9 | 42·0 | 42·9 | 146·9 | 148·2 | 143·3 | 61.55 | 62.24 | 61.48 |
| Manufacturing | 40·6 | 40·9 | 41·8 | 141·9 | 141·0 | 135·5 | 57.61 | 57.67 | 56.64 |
| Food and beverages | 41·4 | 40·7 | 41·4 | 123·1 | 123·1 | 116·6 | 50.96 | 50.10 | 48.27 |
| Meat products | 40·2 | 40·2 | 40·4 | 150·0 | 150·0 | 143·7 | 60.30 | 60.30 | 58.05 |
| Canned and preserved fruits and vegetables | 39·2 | 39·9 | 39·4 | 108·6 | 110·1 | 103·2 | 42.57 | 43.93 | 40.66 |
| Grain mill products | 42·0 | 41·4 | 40·9 | 136·6 | 135·3 | 127·2 | 57.37 | 56.01 | 52.02 |
| Bread and other bakery products | 43·4 | 43·0 | 44·3 | 109·6 | 109·8 | 103·7 | 47.57 | 47.21 | 45.94 |
| Distilled and malt liquors | 39·8 | 39·1 | 41·8 | 155·9 | 155·4 | 140·1 | 62.05 | 60.76 | 58.56 |
| Tobacco and tobacco products | 40·6 | 39·2 | 41·3 | 141·7 | 131·0 | 134·3 | 57.53 | 51.35 | 55.47 |
| Rubber products | 40·2 | 40·9 | 41·6 | 145·7 | 146·6 | 144·2 | 58.57 | 59.96 | 59.99 |
| Leather products | 38·5 | 40·3 | 41·3 | 99·1 | 99·3 | 95·9 | 38.15 | 39.61 | 39.61 |
| Boots and shoes (except rubber) | 37·8 | 39·9 | 41·1 | 95·1 | 94·3 | 92·3 | 35.95 | 37.63 | 37.94 |
| Textile products (except clothing) | 41·1 | 41·0 | 42·0 | 110·6 | 110·2 | 107·5 | 45.46 | 45.18 | 45.15 |
| Cotton yarn and broad woven goods | 39·3 | 38·8 | 39·0 | 111·6 | 110·4 | 110·3 | 43.86 | 42.84 | 43.02 |
| Woollen goods | 41·8 | 41·7 | 43·7 | 104·3 | 104·2 | 101·3 | 43.60 | 43.45 | 44.27 |
| Synthetic textiles and silk | 43·( | 43·4 | 45·5 | 115·7 | 114·6 | 108·8 | 49.75 | 49.74 | 49.50 |
| Clothing (textile and fur) | 36·6 | 38·6 | 39·3 | 98·6 | 99·3 | 94·8 | 36.09 | 38.33 | 37.26 |
| Men's clothing | 36·5 | 39·( | 40·( | 96·9 | 97·8 | 93·8 | 35.37 | 38.14 | 37.52 |
| Women's clothing | 35·7 | 37·0 | 36·0 | 102·5 | 104·3 | 99·7 | 36.59 | 38.59 | 35.89 |
| Knit goods | 37·2 | 38·7 | 41·1 | 100·5 | 100·7 | 95·4 | 37.39 | 38.97 | 39.21 |
| *Wood products | 41·0 | 41·4 | 42·1 | 126·3 | 125·7 | 120·4 | 51.78 | 52.04 | 50.69 |
| Saw and planing mills | 40·2 | 40·5 | 41·3 | 135·7 | 135·0 | 128·6 | 54.55 | 54.68 | 53.11 |
| Furniture | 42·1 | 42·6 | 43·3 | 114·6 | 113·9 | 109·9 | 48.25 | 48.52 | 47.59 |
| Other wood products | 42·7 | 43·4 | 43·7 | 106·6 | 107·4 | 103·7 | 45.52 | 46.61 | 45.32 |
| Paper products | 42·1 | 42·6 | 43·8 | 159·4 | 158·9 | 150·4 | 67.11 | 67.69 | 65.88 |
| Pulp and paper mills | 42·3 | 43·0 | 44·3 | 170·6 | 170·3 | 160·9 | 72.16 | 73.23 | 71.28 |
| Other paper products | 41·5 | 41·7 | 42·3 | 125·4 | 124·8 | 119·2 | 52.04 | 52.04 | 50.42 |
| Printing, publishing and allied industries | 40·3 | 40·3 | 40·3 | 167·0 | 166·7 | 157·8 | 67.30 | 67.18 | 63.59 |
| *Iron and steel products | 40·9 | 40·7 | 41·7 | 157·5 | 157·0 | 152·7 | 64.42 | 63.90 | 63.68 |
| Agricultural implements | 39·8 | 40·7 | 39·8 | 167·0 | 168·5 | 162·8 | 66.47 | 68.58 | 64.79 |
| Fabricated and structural steel | 40·6 | 40·3 | 41·4 | 168·5 | 167·5 | 161·9 | 68.41 | 67.50 | 67.03 |
| Hardware and tools | 40·5 | 40·8 | 42·8 | 142·6 | 142·6 | 135·9 | 57.75 | 58.18 | 58.17 |
| Heating and cooking appliances | 40·8 | 39·7 | 41·6 | 138·0 | 137·1 | 134·1 | 56.30 | 54.43 | 55.79 |
| Iron castings | 41·2 | 41·0 | 43·1 | 156·5 | 155·4 | 149·9 | 64.48 | 63.71 | 64.61 |
| Machinery manufacturing | 42·0 | 42·3 | 42·9 | 152·3 | 152·2 | 144·3 | 63.97 | 64.38 | 61.90 |
| Primary iron and steel | 40·5 | 38·6 | 40·0 | 170·5 | 169·0 | 169·6 | 69.05 | 65.23 | 67.84 |
| Sheet metal products | 40·9 | 41·2 | 41·0 | 151·2 | 150·5 | 142·2 | 61.84 | 62.01 | 58.30 |
| *Transportation equipment | 40·6 | 41·1 | 42·7 | 161·4 | 160·4 | 156·6 | 65.53 | 65.92 | 66.87 |
| Aircraft and parts | 42·1 | 43·4 | 43·4 | 167·3 | 164·1 | 154·5 | 70.43 | 71.22 | 67.05 |
| Motor vehicles | 39·6 | 39·7 | 43·8 | 170·2 | 169·6 | 169·2 | 67.40 | 67.33 | 74.11 |
| Motor vehicle parts and accessories | 40·0 | 40·0 | 42·2 | 160·5 | 160·5 | 156·8 | 64.20 | 64.20 | 66.17 |
| Railroad and rolling stock equipment | 39·1 | 39·8 | 41·1 | 160·5 | 159·9 | 157·6 | 62.76 | 63.64 | 64.77 |
| Shipbuilding and repairing | 42·7 | 42·4 | 43·8 | 148·9 | 148·5 | 145·9 | 63.58 | 62.96 | 63.90 |
| *Non-ferrous metal products | 40·7 | 41·1 | 41·6 | 158·8 | 158·0 | 150·2 | 64.63 | 64.94 | 62.48 |
| Aluminum products | 40·3 | 41·2 | 42·5 | 146·5 | 147·6 | 141·2 | 59.04 | 60.81 | 60.01 |
| Brass and copper products | 41·1 | 41·5 | 42·1 | 148·3 | 148·0 | 142·5 | 60.95 | 61.42 | 59.99 |
| Smelting and refining | 41·0 | 41·0 | 41·2 | 171·5 | 170·8 | 162·3 | 70.32 | 70.03 | 66.87 |
| *Electrical apparatus and supplies | 40·3 | 40·4 | 41·6 | 151·3 | 149·5 | 142·5 | 60.97 | 60.40 | 59.28 |
| Heavy electrical machinery and equipment | 40·5 | 40·1 | 41·5 | 165·7 | 165·6 | 156·4 | 67.11 | 66.41 | 64.91 |
| *Non-metallic mineral products | 42·8 | 43·0 | 43·9 | 140·7 | 141·1 | 133·3 | 60.22 | 60.67 | 58.52 |
| Clay products | 44·4 | 43·9 | 45·1 | 132·9 | 132·7 | 124·0 | 59.01 | 58.26 | 55.92 |
| Glass and glass products | 42·4 | 43·4 | 45·4 | 138·7 | 139·4 | 129·5 | 58.81 | 60.50 | 58.79 |
| Products of petroleum and coal | 42·7 | 41·4 | 42·1 | 192·1 | 186·2 | 181·6 | 82.03 | 77.09 | 76.45 |
| Chemical products | 41·8 | 41·5 | 42·2 | 143·5 | 142·6 | 137·8 | 59.98 | 59.18 | 58.15 |
| Medicinal and pharmaceutical preparations | 41·5 | 41·7 | 41·1 | 120·8 | 120·1 | 112·9 | 50.13 | 50.08 | 46.40 |
| Acids, alkalis and salts | 40·6 | 41·6 | 41·3 | 164·9 | 163·2 | 157·4 | 66.95 | 67.89 | 65.01 |
| Miscellaneous manufacturing industries | 40·6 | 41·1 | 41·9 | 116·2 | 115·7 | 111·2 | 47.18 | 47.55 | 46.59 |
| *Durable goods | 40·9 | 41·0 | 42·2 | 152·4 | 151·7 | 146·8 | 62.33 | 62.20 | 61.95 |
| Non-durable goods | 40·4 | 40·7 | 41·5 | 130·1 | 129·0 | 122·4 | 52.56 | 52.50 | 50.80 |
| Construction | 39·4 | 40·4 | 41·0 | 151·4 | 152·8 | 144·3 | 59.65 | 61.73 | 59.16 |
| Buildings and structures | 39·4 | 39·9 | 40·8 | 163·6 | 164·0 | 157·0 | 64.46 | 65.44 | 64.06 |
| Highways, bridges and streets | 39·3 | 41·6 | 39·0 | 119·9 | 121·8 | 111·5 | 47.12 | 50.67 | 43.49 |
| Electric and motor transportation | 45·2 | 45·4 | 45·1 | 139·3 | 139·0 | 134·5 | 62.96 | 63.11 | 60.66 |
| Service | 41·2 | 41·0 | 42·2 | 83·4 | 82·4 | 78·1 | 34.36 | 33.78 | 32.96 |
| Hotels and restaurants | 41·4 | 41·4 | 42·9 | 83·2 | 82·3 | 77·7 | 34.44 | 34.07 | 33.33 |
| Laundries and dry cleaning plants | 41·8 | 41·3 | 41·8 | 79·6 | 78·5 | 75·0 | 33.27 | 32.42 | 31.35 |

*Durable manufactured goods and industries.

## TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

| — | Average Hours Worked per Week | Average Hourly Earnings | Average Weekly Earnings | Index Numbers (av. 1949 = 100) | | |
|---|---|---|---|---|---|---|
| | | | | Average Weekly Earnings | Consumer Price Index | Average Real Weekly Earnings |
| | | cts. | $ | | | |
| Monthly Average 1945 | 44·3 | 69·4 | 30.74 | 73·7 | 75·0 | 98·3 |
| Monthly Average 1946 | 42·7 | 70·0 | 29.87 | 71·6 | 77·5 | 92·4 |
| Monthly Average 1947 | 42·5 | 80·3 | 34.13 | 81·8 | 84·8 | 96·5 |
| Monthly Average 1948 | 42·2 | 91·3 | 38.53 | 92·4 | 97·0 | 95·3 |
| Monthly Average 1949 | 42·3 | 98·6 | 41.71 | 100·0 | 100·0 | 100·0 |
| Monthly Average 1950 | 42·3 | 103·6 | 43.82 | 105·1 | 102·9 | 102·1 |
| Monthly Average 1951 | 41·8 | 116·8 | 48.82 | 117·0 | 113·7 | 102·9 |
| Monthly Average 1952 | 41·5 | 129·2 | 53.62 | 128·6 | 116·5 | 110·4 |
| Monthly Average 1953 | 41·3 | 135·8 | 56.09 | 134·5 | 115·5 | 116·5 |
| Week Preceding: | | | | | | |
| May 1, 1953 | 41·8 | 135·5 | 56.64 | 135·8 | 114·4 | 118·7 |
| June 1, 1953 | 41·7 | 135·9 | 56.67 | 135·9 | 114·9 | 118·3 |
| July 1, 1953 | 41·3 | 136·2 | 56.25 | 134·9 | 115·4 | 116·9 |
| August 1, 1953 | 41·0 | 136·0 | 55.76 | 133·7 | 115·7 | 115·6 |
| September 1, 1953 | 41·0 | 135·7 | 55.64 | 133·4 | 116·2 | 114·8 |
| October 1, 1953 | 41·5 | 136·6 | 56.69 | 135·9 | 116·7 | 116·5 |
| November 1, 1953 | 41·4 | 137·4 | 56.88 | 136·4 | 116·2 | 117·4 |
| December 1, 1953 | 41·2 | 138·4 | 57.02 | 136·7 | 115·8 | 118·0 |
| January 1, 1954 | 41·0* | 140·4 | 57.56 | 138·0 | 115·7 | 119·3 |
| February 1, 1954 | 40·7 | 140·4 | 57.14 | 137·0 | 115·7 | 118·4 |
| March 1, 1954 | 41·1 | 140·6 | 57.79 | 138·6 | 115·5 | 120·0 |
| April 1, 1954 | 40·9 | 141·0 | 57.67 | 138·3 | 115·6 | 119·6 |
| May 1, 1954(1) | 40·6 | 141·9 | 57.61 | 138·1 | 115·5 | 119·6 |

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures are January 1, 1954, 38·5 hours $54.05.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

*Form UIC 751:* This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

*Form UIC 757:* This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

### TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

| Month | Unfilled Vacancies* | | | Live Applications for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| Date Nearest: | | | | | | |
| July 1, 1948 | 34,242 | 22,183 | 56,425 | 80,206 | 38,364 | 118,570 |
| July 1, 1949 | 20,679 | 21,775 | 42,454 | 103,275 | 44,216 | 147,491 |
| July 1, 1950 | 24,392 | 15,500 | 39,892 | 136,291 | 68,280 | 204,571 |
| July 1, 1951 | 45,183 | 16,775 | 61,958 | 86,997 | 52,773 | 139,770 |
| July 1, 1952 | 22,772 | 17,679 | 40,451 | 134,394 | 61,866 | 196,260 |
| July 1, 1953 | 21,229 | 20,088 | 41,317 | 124,396 | 55,918 | 180,314 |
| August 1, 1953 | 19,382 | 17,772 | 37,154 | 111,524 | 52,357 | 163,881 |
| September 1, 1953 | 24,203 | 20,321 | 44,524 | 113,191 | 48,634 | 161,825 |
| October 1, 1953 | 24,025 | 17,806 | 41,831 | 117,827 | 53,453 | 171,280 |
| November 1, 1953 | 15,282 | 13,058 | 28,340 | 144,520 | 60,997 | 205,517 |
| December 1, 1953 | 15,446 | 11,868 | 27,314 | 241,094 | 74,513 | 315,607 |
| January 1, 1954 | 8,298 | 9,121 | 17,419 | 354,965 | 84,306 | 439,271 |
| February 1, 1954 | 8,406 | 9,575 | 17,981 | 439,633 | 103,112 | 542,745 |
| March 1, 1954 | 9,014 | 10,176 | 19,190 | 457,029 | 105,622 | 562,651 |
| April 1, 1954 | 11,434 | 12,293 | 23,727 | 466,120 | 101,933 | 568,053 |
| May 1, 1954 | 14,942 | 15,335 | 30,277 | 378,873 | 86,818 | 465,691 |
| June 1, 1954 (1) | 14,284 | 15,790 | 30,074 | 237,848 | 76,782 | 314,630 |
| July 1, 1954 (1) | 13,251 | 14,417 | 27,668 | 201,931 | 81,112 | 283,043 |

*—Current vacancies only. Deferred vacancies are excluded.
(1)—Latest figures subject to revision.

## TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 31, 1954 [1]

(SOURCE: Form U.I.C. 751)

| Industry | Male | Female | Total | Change from April 30 1954 | Change from May 30 1953 |
|---|---|---|---|---|---|
| **Agriculture, Fishing, Trapping** | **1,163** | **555** | **1,718** | **— 210** | **— 1,114** |
| **Forestry** | **1,224** | **12** | **1,236** | **+ 589** | **— 255** |
| **Mining, Quarrying and Oil Wells** | **612** | **39** | **651** | **— 39** | **— 267** |
| Metal Mining | 196 | 9 | 205 | — 56 | — 307 |
| Fuels | 318 | 14 | 332 | + 27 | + 135 |
| Non-Metal Mining | 33 | 1 | 34 | + 21 | — 77 |
| Quarrying, Clay and Sand Pits | 13 | ..... | 13 | — 4 | — 9 |
| Prospecting | 52 | 15 | 67 | — 27 | — 9 |
| **Manufacturing** | **3,074** | **2,251** | **5,325** | **— 216** | **— 4,761** |
| Foods and Beverages | 460 | 293 | 753 | + 64 | — 575 |
| Tobacco and Tobacco Products | 5 | 2 | 7 | — 8 | 0 |
| Rubber Products | 40 | 17 | 57 | + 8 | — 36 |
| Leather Products | 70 | 106 | 176 | — 3 | — 214 |
| Textile Products (except clothing) | 55 | 191 | 246 | + 34 | — 169 |
| Clothing (textile and fur) | 125 | 959 | 1,084 | — 89 | — 977 |
| Wood Products | 523 | 65 | 588 | + 144 | — 128 |
| Paper Products | 104 | 39 | 143 | — 49 | — 121 |
| Printing, Publishing and Allied Industries | 168 | 97 | 265 | — 16 | — 245 |
| Iron and Steel Products | 518 | 108 | 626 | + 73 | — 406 |
| Transportation Equipment | 351 | 55 | 406 | — 237 | — 927 |
| Non-Ferrous Metal Products | 77 | 52 | 129 | — 20 | — 148 |
| Electrical Apparatus and Supplies | 179 | 85 | 264 | — 36 | — 285 |
| Non-Metallic Mineral Products | 156 | 22 | 178 | + 71 | + 9 |
| Products of Petroleum and Coal | 42 | 12 | 54 | — 44 | — 22 |
| Chemical Products | 125 | 80 | 205 | — 78 | — 275 |
| Miscellaneous Manufacturing Industries | 76 | 68 | 144 | — 30 | — 242 |
| **Construction** | **2,152** | **87** | **2,239** | **— 187** | **— 2,222** |
| General Contractors | 1,644 | 56 | 1,700 | — 279 | — 1,809 |
| Special Trade Contractors | 508 | 31 | 539 | + 92 | — 413 |
| **Transportation, Storage and Communication** | **944** | **290** | **1,234** | **+ 6** | **— 985** |
| Transportation | 714 | 103 | 817 | — 34 | — 995 |
| Storage | 46 | 12 | 58 | + 24 | — 59 |
| Communication | 184 | 175 | 359 | + 16 | + 69 |
| **Public Utility Operation** | **49** | **27** | **76** | **— 26** | **— 196** |
| **Trade** | **2,235** | **2,424** | **4,659** | **— 39** | **— 2,639** |
| Wholesale | 756 | 525 | 1,281 | + 58 | — 707 |
| Retail | 1,479 | 1,899 | 3,378 | — 97 | — 1,932 |
| **Finance, Insurance and Real Estate** | **748** | **864** | **1,612** | **— 7** | **— 1,191** |
| **Service** | **4,364** | **9,303** | **13,667** | **+ 2,176** | **— 1,567** |
| Community or Public Service | 556 | 1,208 | 1,764 | + 351 | — 158 |
| Government Service | 2,299 | 690 | 2,989 | + 972 | + 775 |
| Recreation Service | 179 | 130 | 309 | + 44 | — 41 |
| Business Service | 486 | 452 | 938 | + 130 | — 31 |
| Personal Service | 844 | 6,823 | 7,667 | + 679 | — 2,112 |
| **Grand Total** | **16,565** | **15,852** | **32,417** | **+ 2,047** | **— 15,197** |

[1] Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

## TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT JUNE 3, 1954 (1)

(Source: Form U.I.C. 757)

| Occupational Group | Unfilled Vacancies (2) | | | Live Applications for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| Professional and managerial workers | 2,012 | 928 | 2,940 | 5,400 | 1,116 | 6,516 |
| Clerical workers | 1,146 | 3,469 | 4,615 | 10,814 | 18,418 | 29,232 |
| Sales workers | 1,518 | 1,418 | 2,936 | 4,899 | 8,735 | 13,634 |
| Personal and domestic service workers | 1,063 | 7,598 | 8,661 | 22,198 | 12,371 | 34,569 |
| Seamen | 6 | ..... | 6 | 1,064 | 1 | 1,065 |
| Agriculture and fishing | 1,533 | 317 | 1,850 | 1,631 | 166 | 1,797 |
| Skilled and semiskilled workers | 5,061 | 1,562 | 6,623 | 115,234 | 21,422 | 136,656 |
| Food and kindred products (inc. tobacco) | 68 | 14 | 82 | 1,113 | 620 | 1,733 |
| Textiles, clothing, etc. | 74 | 1,195 | 1,269 | 5,135 | 14,047 | 19,182 |
| Lumber and wood products | 1,066 | 2 | 1,068 | 16,627 | 134 | 16,761 |
| Pulp, paper (inc. printing) | 54 | 17 | 71 | 828 | 381 | 1,209 |
| Leather and leather products | 51 | 57 | 108 | 1,169 | 1,203 | 2,372 |
| Stone, clay and glass products | 16 | 2 | 18 | 281 | 48 | 329 |
| Metalworking | 424 | 6 | 430 | 14,673 | 1,188 | 15,861 |
| Electrical | 104 | 5 | 109 | 2,133 | 1,172 | 3,305 |
| Transportation equipment | 22 | 1 | 23 | 956 | 75 | 1,031 |
| Mining | 49 | ..... | 49 | 2,001 | ..... | 2,001 |
| Construction | 1,050 | ..... | 1,050 | 26,071 | 3 | 26,074 |
| Transportation (except seamen) | 580 | 10 | 590 | 19,233 | 91 | 19,324 |
| Communications and public utility | 93 | 1 | 94 | 663 | 3 | 666 |
| Trade and service | 212 | 211 | 423 | 2,601 | 1,231 | 3,832 |
| Other skilled and semiskilled | 1,070 | 37 | 1,107 | 15,790 | 895 | 16,685 |
| Foremen | 53 | 2 | 55 | 2,440 | 324 | 2,764 |
| Apprentices | 75 | 2 | 77 | 3,520 | 7 | 3,527 |
| Unskilled workers | 1,945 | 498 | 2,443 | 76,608 | 14,553 | 91,161 |
| Food and tobacco | 106 | 143 | 249 | 2,474 | 2,933 | 5,407 |
| Lumber and lumber products | 194 | 5 | 199 | 10,235 | 243 | 10,478 |
| Metalworking | 70 | 15 | 85 | 7,081 | 597 | 7,678 |
| Construction | 813 | ..... | 813 | 31,787 | 1 | 31,788 |
| Other unskilled workers | 762 | 335 | 1,097 | 25,031 | 10,779 | 35,810 |
| **GRAND TOTAL** | **14,284** | **15,790** | **30,074** | **237,848** | **76,782** | **314,630** |

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MAY 1954; LIVE APPLICATIONS AT JUNE 30, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C. 757 [2] Live Applications at June 30, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning of Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning of Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **Newfoundland** | **216** | **409** | **323** | **19** | **19,639** | **1,960** | **593** | **174** | **21** | **300** | **10,601** | **7,020** |
| Corner Brook | 6 | 48 | 2 | ..... | 4,192 | 352 | 51 | 36 | 3 | ..... | 2,873 | 2,112 |
| Grand Falls | 1 | 37 | 9 | ..... | 1,610 | 192 | 48 | 27 | 1 | ..... | 852 | 520 |
| St. John's | 209 | 324 | 312 | 19 | 13,807 | 1,416 | 494 | 111 | 17 | 300 | 6,876 | 4,388 |
| **Prince Edward Island** | **398** | **930** | **189** | ..... | **2,465** | **1,275** | **1,034** | **717** | **168** | **28** | **1,404** | **1,169** |
| Charlottetown | 199 | 536 | 158 | ..... | 1,318 | 695 | 553 | 372 | 99 | 9 | 836 | 746 |
| Summerside | 199 | 394 | 31 | ..... | 1,147 | 580 | 481 | 345 | 69 | 19 | 568 | 423 |
| **Nova Scotia** | **1,633** | **3,052** | **1,631** | **101** | **20,974** | **6,227** | **3,242** | **1,547** | **628** | **176** | **14,854** | **12,130** |
| Amherst | 11 | 135 | 31 | ..... | 800 | 207 | 124 | 101 | 12 | 1 | 387 | 482 |
| Bridgewater | 36 | 48 | 38 | 2 | 925 | 225 | 99 | 13 | 3 | 60 | 474 | 403 |
| Halifax | 1,315 | 1,219 | 1,167 | 3 | 5,109 | 2,578 | 1,486 | 562 | 372 | 57 | 4,257 | 3,999 |
| Inverness | 1 | 59 | 4 | ..... | 931 | 32 | 64 | 52 | 2 | 3 | 601 | 461 |
| Kentville | 70 | 106 | 56 | 8 | 1,775 | 330 | 112 | 78 | 1 | 3 | 1,120 | 991 |
| Liverpool | 10 | 261 | 28 | 60 | 519 | 123 | 87 | 49 | 1 | 2 | 370 | 247 |
| New Glasgow | 53 | 227 | 77 | 1 | 2,164 | 865 | 270 | 137 | 41 | 9 | 1,732 | 1,239 |
| Springhill | 11 | 31 | 1 | 2 | 725 | 92 | 50 | 25 | 1 | 1 | 370 | 267 |
| Sydney | 55 | 777 | 168 | 23 | 5,123 | 1,193 | 744 | 409 | 179 | 17 | 3,905 | 2,820 |
| Truro | 38 | 135 | 42 | 1 | 1,089 | 330 | 137 | 88 | 3 | 4 | 668 | 534 |
| Yarmouth | 33 | 54 | 19 | 1 | 1,814 | 252 | 69 | 33 | 13 | 19 | 970 | 687 |
| **New Brunswick** | **1,869** | **2,909** | **1,435** | **425** | **26,222** | **6,701** | **3,046** | **1,926** | **392** | **148** | **17,102** | **12,073** |
| Bathurst | 17 | 77 | 15 | ..... | 3,969 | 400 | 118 | 71 | 3 | 19 | 1,527 | 998 |
| Campbellton | 51 | 114 | 55 | ..... | 2,599 | 364 | 117 | 77 | 16 | 6 | 1,424 | 905 |
| Edmundston | 9 | 262 | 15 | ..... | 1,706 | 273 | 350 | 225 | 9 | 70 | 884 | 419 |
| Fredericton | 84 | 479 | 155 | 9 | 2,704 | 876 | 417 | 316 | 43 | 1 | 2,586 | 1,644 |
| Minto | 1 | 65 | 10 | ..... | 1,017 | 353 | 111 | 51 | 5 | 10 | 676 | 520 |
| Moncton | 1,379 | 848 | 749 | 376 | 3,783 | 2,115 | 771 | 565 | 216 | ..... | 2,585 | 2,367 |
| Newcastle | 4 | 86 | 6 | ..... | 2,124 | 447 | 155 | 72 | 7 | 34 | 1,322 | 930 |
| Saint John | 227 | 543 | 225 | ..... | 4,625 | 1,263 | 617 | 368 | 84 | 8 | 3,657 | 2,921 |
| St. Stephen | 78 | 221 | 98 | 40 | 1,723 | 413 | 255 | 101 | 1 | ..... | 1,520 | 814 |
| Sussex | 8 | 124 | 61 | ..... | 509 | 58 | 49 | 41 | 4 | ..... | 267 | 143 |
| Woodstock | 11 | 90 | 46 | ..... | 1,463 | 139 | 86 | 39 | 4 | ..... | 654 | 412 |
| **Quebec** | **8,427** | **25,952** | **10,139** | **433** | **165,829** | **54,106** | **27,401** | **15,161** | **3,530** | **417** | **110,166** | **89,423** |
| Asbestos | 37 | 149 | 60 | 12 | 654 | 225 | 106 | 72 | 19 | ..... | 378 | 276 |
| Beauharnois | 5 | 61 | 4 | 1 | 930 | 164 | 72 | 58 | ..... | 1 | 579 | 503 |
| Buckingham | 7 | 136 | 21 | ..... | 1,635 | 212 | 133 | 104 | 9 | 8 | 667 | 429 |
| Causapscal | 82 | 96 | 4 | 1 | 2,860 | 461 | 133 | 168 | ..... | 18 | 1,913 | 1,092 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Chandler | 14 | 74 | 70 | 1 | 1,175 | 76 | 82 | 15 | ..... | ..... | 599 | 229 |
| Chicoutimi | 117 | 383 | 168 | 25 | 2,182 | 763 | 432 | 178 | 25 | 5 | 1,189 | 1,018 |
| Dolbeau | 25 | 380 | 22 | 15 | 2,182 | 561 | 380 | 328 | 9 | ..... | 792 | 650 |
| Drummondville | 33 | 178 | 37 | ..... | 2,345 | 621 | 202 | 115 | 5 | 19 | 2,026 | 1,676 |
| Farnham | 47 | 136 | 34 | 2 | 985 | 330 | 136 | 110 | ..... | 4 | 989 | 749 |
| Forestville | 1 | 25 | 9 | 15 | 1,653 | 124 | 2 | 2 | ..... | ..... | 837 | 540 |
| Gaspe | 16 | 180 | 14 | 152 | 1,116 | 170 | 55 | 7 | ..... | ..... | 540 | 240 |
| Granby | 45 | 120 | 25 | 2 | 1,611 | 694 | 191 | 127 | 5 | 4 | 1,101 | 1,296 |
| Hull | 102 | 363 | 85 | 64 | 2,812 | 731 | 393 | 241 | 21 | 42 | 1,618 | 1,173 |
| Joliette | 68 | 247 | 114 | 8 | 2,849 | 803 | 261 | 115 | 4 | 2 | 1,744 | 1,343 |
| Jonquiere | 92 | 480 | 153 | 18 | 2,482 | 874 | 640 | 269 | 19 | 36 | 1,637 | 1,182 |
| Lachute | 3 | 151 | 72 | 1 | 616 | 472 | 115 | 59 | 14 | ..... | 520 | 361 |
| La Malbaie | 11 | 139 | 19 | ..... | 1,674 | 178 | 133 | 128 | 1 | ..... | 798 | 372 |
| La Tuque | 16 | 172 | 61 | 13 | 984 | 430 | 163 | 90 | ..... | ..... | 450 | 351 |
| Levis | 115 | 131 | 118 | ..... | 3,171 | 973 | 123 | 91 | 3 | 3 | 2,319 | 1,973 |
| Louiseville | 16 | 82 | 34 | 9 | 1,188 | 273 | 60 | 14 | 28 | 1 | 624 | 566 |
| Maniwaki | 4 | 331 | 10 | ..... | 1,464 | 325 | 355 | 320 | ..... | 6 | 524 | 231 |
| Matane | 6 | 127 | 33 | 20 | 2,854 | 264 | 335 | 43 | 2 | ..... | 1,398 | 637 |
| Megantic | 6 | 195 | 62 | ..... | 1,308 | 369 | 185 | 107 | 20 | ..... | 811 | 671 |
| Mont-Laurier | 7 | 29 | 16 | 1 | 1,569 | 123 | 22 | 7 | ..... | ..... | 639 | 515 |
| Montmagny | 31 | 50 | 26 | ..... | 1,987 | 704 | 32 | 16 | 1 | 1 | 1,408 | 770 |
| Montreal | 4,988 | 12,252 | 5,700 | 11 | 52,997 | 24,804 | 11,373 | 6,302 | 2,402 | 47 | 39,696 | 37,280 |
| New Richmond | 236 | 186 | 107 | 1 | 1,470 | 427 | 371 | 286 | ..... | 4 | 848 | 462 |
| Port Alfred | 17 | 91 | 16 | ..... | 1,435 | 68 | 97 | 83 | 2 | 1 | 776 | 624 |
| Quebec | 681 | 1,845 | 772 | 2 | 11,201 | 4,781 | 2,552 | 1,068 | 235 | 3 | 7,822 | 6,173 |
| Rimouski | 116 | 56 | 25 | ..... | 4,783 | 274 | 264 | 115 | 2 | 150 | 2,349 | 1,206 |
| Riviere du Loup | 52 | 373 | 253 | ..... | 4,972 | 276 | 289 | 126 | 5 | 1 | 2,886 | 1,452 |
| Roberval | 14 | 59 | 11 | ..... | 1,669 | 172 | 83 | 28 | 31 | 5 | 858 | 601 |
| Rouyn | 78 | 220 | 83 | 2 | 4,307 | 548 | 238 | 102 | 27 | ..... | 3,621 | 2,890 |
| Ste. Agathe | 27 | 125 | 30 | 16 | 1,065 | 154 | 116 | 81 | 11 | 2 | 484 | 304 |
| Ste. Anne de Bellevue | 20 | 114 | 33 | ..... | 630 | 186 | 112 | 89 | ..... | ..... | 469 | 330 |
| Ste. Therese | 85 | 293 | 93 | 5 | 1,484 | 515 | 312 | 244 | 8 | 7 | 1,259 | 1,107 |
| St. Georges Est | 277 | 1,684 | 509 | 3 | 3,177 | 1,556 | 2,385 | 1,372 | 2 | ..... | 1,391 | 873 |
| St. Hyacinthe | 111 | 669 | 451 | 3 | 1,873 | 653 | 286 | 88 | 145 | 1 | 1,501 | 1,273 |
| St. Jean | 154 | 197 | 77 | 2 | 1,898 | 660 | 265 | 143 | 21 | ..... | 1,341 | 1,162 |
| St. Jerome | 19 | 213 | 29 | 12 | 1,453 | 504 | 203 | 145 | 8 | 4 | 1,092 | 796 |
| St. Joseph d'Alma | 31 | 166 | 50 | 4 | 2,682 | 328 | 168 | 116 | 9 | 1 | 1,115 | 753 |
| Sept Iles | 7 | 286 | 6 | 4 | 1,369 | 198 | 258 | 160 | 92 | ..... | 621 | 395 |
| Shawinigan Falls | 22 | 426 | 53 | ..... | 3,766 | 892 | 508 | 319 | 28 | 10 | 2,180 | 1,780 |
| Sherbrooke | 181 | 787 | 173 | 2 | 4,231 | 1,796 | 742 | 412 | 204 | 1 | 3,409 | 2,855 |
| Sorel | 30 | 108 | 26 | ..... | 1,999 | 525 | 126 | 82 | 1 | ..... | 1,358 | 1,301 |
| Thetford Mines | 49 | 194 | 39 | ..... | 1,614 | 435 | 229 | 168 | 4 | ..... | 932 | 719 |
| Three Rivers | 200 | 507 | 180 | 4 | 4,791 | 1,651 | 856 | 353 | 70 | 21 | 3,497 | 2,568 |
| Val d'Or | 31 | 125 | 37 | 2 | 2,675 | 589 | 159 | 81 | 2 | 1 | 1,538 | 975 |
| Valleyfield | 30 | 276 | 45 | ..... | 1,805 | 661 | 367 | 196 | 13 | 8 | 1,450 | 1,616 |
| Victoriaville | 65 | 285 | 70 | ..... | 2,197 | 533 | 301 | 221 | 23 | ..... | 1,573 | 1,085 |
| **Ontario** | **12,398** | **34,767** | **11,309** | **734** | **136,461** | **80,970** | **38,966** | **20,561** | **6,220** | **902** | **115,119** | **98,511** |
| Arnprior | 14 | 292 | 11 | 7 | 278 | 182 | 300 | 282 | 4 | 1 | 99 | 82 |
| Barrie | 201 | 438 | 163 | 12 | 1,084 | 766 | 530 | 310 | 28 | ..... | 958 | 750 |
| Belleville | 66 | 261 | 58 | 5 | 1,335 | 590 | 250 | 132 | 90 | 7 | 1,128 | 813 |
| Bracebridge | 398 | 331 | 354 | 43 | 1,182 | 209 | 362 | 283 | 5 | ..... | 482 | 248 |
| Brampton | 65 | 145 | 32 | 17 | 420 | 212 | 137 | 107 | 11 | ..... | 275 | 275 |
| Brantford | 104 | 641 | 58 | 26 | 2,336 | 1,888 | 737 | 475 | 87 | 23 | 1,957 | 1,830 |
| Brockville | 36 | 245 | 21 | 14 | 393 | 415 | 267 | 212 | 12 | ..... | 295 | 244 |
| Carleton Place | 3 | 63 | 1 | ..... | 414 | 33 | 81 | 63 | ..... | 1 | 266 | 183 |
| Chatham | 58 | 283 | 60 | 1 | 1,816 | 936 | 339 | 171 | 55 | 5 | 1,683 | 1,386 |
| Cobourg | 32 | 231 | 23 | 7 | 329 | 260 | 303 | 185 | 40 | 6 | 321 | 373 |

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MAY 1954; LIVE APPLICATIONS AT JUNE 30, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C. 757 [2] Live Applications at June 30, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning of Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning of Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **Ontario**—Con. | | | | | | | | | | | | |
| Collingwood | 50 | 255 | 60 | 15 | 614 | 295 | 223 | 158 | 28 | 1 | 432 | 756 |
| Cornwall | 93 | 805 | 61 | 1 | 1,911 | 938 | 860 | 554 | 195 | 9 | 1,363 | 1,378 |
| Fort Erie | 35 | 142 | 36 | 3 | 398 | 185 | 149 | 86 | ..... | ..... | 315 | 253 |
| Fort Frances | 25 | 70 | 12 | ..... | 418 | 146 | 76 | 48 | 19 | 5 | 294 | 171 |
| Fort William | 93 | 384 | 91 | 7 | 3,374 | 850 | 483 | 235 | 91 | 51 | 2,403 | 1,391 |
| Galt | 70 | 252 | 83 | 2 | 1,075 | 570 | 277 | 153 | 37 | 20 | 992 | 1,088 |
| Gananoque | 20 | 100 | 9 | 1 | 232 | 170 | 135 | 56 | 35 | ..... | 123 | 128 |
| Goderich | 47 | 170 | 50 | 17 | 357 | 263 | 163 | 63 | 35 | ..... | 226 | 176 |
| Guleph | 113 | 332 | 100 | 31 | 1,495 | 908 | 369 | 211 | 34 | ..... | 1,555 | 1,377 |
| Hamilton | 470 | 1,604 | 416 | 6 | 11,752 | 6,300 | 2,091 | 882 | 448 | 11 | 9,508 | 9,272 |
| Hawkesbury | 26 | 56 | 46 | ..... | 748 | 276 | 64 | 26 | 1 | ..... | 392 | 274 |
| Ingersoll | 49 | 155 | 19 | 3 | 640 | 243 | 155 | 98 | 25 | 1 | 342 | 497 |
| Kapuskasing | 22 | 164 | 34 | ..... | 2,291 | 244 | 175 | 130 | 1 | ..... | 1,522 | 405 |
| Kenora | 19 | 138 | 38 | 13 | 497 | 96 | 70 | 47 | 5 | ..... | 332 | 190 |
| Kingston | 214 | 762 | 225 | 25 | 1,317 | 1,237 | 845 | 614 | 51 | 5 | 976 | 887 |
| Kirkland Lake | 30 | 277 | 63 | ..... | 1,436 | 288 | 276 | 191 | 28 | 4 | 838 | 554 |
| Kitchener | 144 | 437 | 121 | ..... | 2,029 | 1,354 | 573 | 233 | 118 | 17 | 2,166 | 1,744 |
| Leamington | 50 | 179 | 38 | ..... | 710 | 615 | 227 | 62 | 76 | 2 | 746 | 825 |
| Lindsay | 52 | 103 | 64 | ..... | 666 | 355 | 87 | 29 | 28 | ..... | 677 | 627 |
| Listowel | 48 | 57 | 32 | 8 | 303 | 110 | 69 | 35 | 8 | ..... | 194 | 184 |
| London | 586 | 1,541 | 504 | 2 | 4,198 | 3,524 | 1,714 | 721 | 406 | 7 | 3,957 | 3,057 |
| Midland | 14 | 80 | 8 | 2 | 833 | 348 | 93 | 68 | 7 | ..... | 679 | 537 |
| Napanee | 3 | 34 | 13 | ..... | 395 | 117 | 47 | 21 | ..... | 3 | 314 | 235 |
| New Toronto | 161 | 731 | 131 | 85 | 1,576 | 1,130 | 748 | 346 | 72 | 16 | 1,308 | 1,212 |
| Niagara Falls | 82 | 546 | 110 | 9 | 1,625 | 987 | 547 | 363 | 62 | 1 | 1,363 | 1,259 |
| North Bay | 86 | 462 | 83 | 29 | 1,834 | 641 | 426 | 144 | 176 | ..... | 1,268 | 1,068 |
| Oakville | 40 | 249 | 38 | 10 | 463 | 476 | 331 | 180 | 22 | 27 | 410 | 407 |
| Orillia | 30 | 319 | 45 | 2 | 703 | 550 | 448 | 228 | 57 | ..... | 590 | 421 |
| Oshawa | 125 | 414 | 73 | 5 | 2,656 | 2,950 | 499 | 304 | 71 | 1 | 3,905 | 4,009 |
| Ottawa | 1,345 | 2,199 | 1,191 | 33 | 3,818 | 2,755 | 2,326 | 1,131 | 388 | 38 | 3,287 | 2,694 |
| Owen Sound | 82 | 169 | 40 | 9 | 1,262 | 512 | 310 | 133 | 27 | 1 | 986 | 893 |
| Parry Sound | 22 | 144 | 22 | 3 | 376 | 80 | 148 | 108 | 5 | 7 | 168 | 143 |
| Pembroke | 154 | 539 | 179 | 8 | 1,770 | 1,014 | 567 | 292 | 153 | ..... | 1,054 | 849 |
| Perth | 35 | 105 | 35 | ..... | 533 | 127 | 127 | 65 | 19 | ..... | 262 | 200 |
| Peterborough | 173 | 253 | 153 | 6 | 2,197 | 1,103 | 383 | 218 | 12 | ..... | 1,794 | 1,546 |
| Picton | 17 | 71 | 12 | ..... | 362 | 117 | 103 | 64 | 9 | ..... | 178 | 154 |
| Port Arthur | 154 | 1,436 | 289 | 61 | 5,296 | 1,281 | 1,235 | 849 | 120 | 21 | 3,372 | 1,793 |
| Port Colborne | 33 | 83 | 45 | 2 | 758 | 365 | 68 | 44 | 5 | ..... | 701 | 542 |
| Prescott | 20 | 88 | 20 | ..... | 672 | 266 | 122 | 71 | 9 | 9 | 492 | 481 |
| Renfrew | 12 | 167 | 15 | 11 | 654 | 217 | 149 | 117 | 21 | ..... | 519 | 352 |
| St. Catharines | 179 | 587 | 185 | 8 | 3,013 | 2,327 | 668 | 340 | 122 | 23 | 3,357 | 2,846 |
| St. Thomas | 83 | 200 | 98 | ..... | 1,108 | 444 | 236 | 91 | 36 | ..... | 788 | 673 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Sarnia | 26 | 341 | 64 | 8 | 1,574 | 1,000 | 384 | 234 | 35 | 1 | 1,448 | 1,123 |
| Sault Ste. Marie | 170 | 406 | 149 | 5 | 4,125 | 793 | 478 | 298 | 98 | 14 | 2,720 | 1,973 |
| Simcoe | 91 | 255 | 54 | 26 | 1,091 | 446 | 382 | 181 | 13 | ..... | 608 | 366 |
| Sioux Lookout | 3 | 88 | 34 | 2 | 345 | 85 | 63 | 41 | 10 | ..... | 246 | 142 |
| Smiths Falls | 18 | 68 | 15 | 1 | 314 | 136 | 77 | 46 | 15 | ..... | 226 | 271 |
| Stratford | 63 | 259 | 61 | 2 | 837 | 565 | 378 | 115 | 105 | 8 | 730 | 590 |
| Sturgeon Falls | 4 | 214 | 4 | 1 | 1,444 | 272 | 253 | 96 | 105 | 16 | 713 | 718 |
| Sudbury | 182 | 719 | 200 | 4 | 4,166 | 1,862 | 992 | 324 | 264 | 25 | 2,574 | 1,466 |
| Timmins | 111 | 396 | 109 | ..... | 2,318 | 746 | 465 | 228 | 97 | 6 | 1,484 | 1,112 |
| Toronto | 5,140 | 9,493 | 4,544 | 30 | 29,812 | 24,780 | 10,083 | 5,030 | 1,702 | 435 | 28,761 | 25,070 |
| Trenton | 63 | 207 | 34 | 2 | 939 | 600 | 296 | 202 | 5 | ..... | 783 | 594 |
| Walkerton | 35 | 79 | 19 | ..... | 553 | 280 | 256 | 79 | ..... | ..... | 413 | 412 |
| Wallaceburg | 7 | 304 | 7 | 2 | 670 | 378 | 335 | 214 | 85 | ..... | 428 | 377 |
| Welland | 8 | 253 | 15 | 1 | 2,871 | 673 | 313 | 174 | 63 | 3 | 2,028 | 1,652 |
| Weston | 189 | 581 | 108 | 88 | 848 | 799 | 580 | 403 | 27 | 28 | 768 | 630 |
| Windsor | 150 | 1,317 | 180 | 1 | 5,821 | 5,015 | 1,466 | 729 | 185 | 40 | 7,118 | 7,674 |
| Woodstock | 55 | 178 | 44 | 12 | 784 | 275 | 197 | 138 | 17 | 3 | 459 | 519 |
| **Manitoba** | **2,819** | **6,909** | **2,717** | **66** | **21,187** | **12,820** | **6,760** | **3,030** | **2,077** | **132** | **15,274** | **13,387** |
| Brandon | 321 | 531 | 338 | 14 | 1,576 | 832 | 454 | 249 | 87 | 4 | 777 | 746 |
| Dauphin | 73 | 157 | 37 | ..... | 10,42 | 368 | 164 | 134 | 34 | 4 | 512 | 412 |
| Flin Flon | 37 | 245 | 66 | 27 | 259 | 254 | 196 | 118 | 33 | ..... | 165 | 175 |
| Portage la Prairie | 70 | 175 | 61 | 2 | 761 | 416 | 193 | 126 | 25 | 4 | 616 | 452 |
| The Pas | 16 | 92 | 39 | 15 | 113 | 92 | 42 | 18 | 1 | 19 | 96 | 55 |
| Winnipeg | 2,302 | 5,709 | 2,176 | 8 | 17,436 | 10,858 | 5,711 | 2,415 | 1,897 | 101 | 13,108 | 11,547 |
| **Saskatchewan** | **2,572** | **5,793** | **2,356** | **224** | **11,167** | **7,386** | **5,515** | **3,328** | **993** | **182** | **7,221** | **5,110** |
| Estevan | 45 | 168 | 38 | ..... | 234 | 95 | 206 | 133 | 7 | 8 | 138 | 129 |
| Moose Jaw | 188 | 649 | 204 | 31 | 962 | 901 | 683 | 436 | 65 | 8 | 589 | 598 |
| North Battleford | 106 | 185 | 83 | 10 | 897 | 218 | 209 | 146 | 4 | ..... | 481 | 292 |
| Prince Albert | 89 | 447 | 122 | 1 | 1,691 | 573 | 435 | 279 | 92 | 6 | 1,171 | 814 |
| Regina | 878 | 2,147 | 791 | 131 | 1,927 | 2,731 | 1,983 | 1,120 | 521 | 51 | 1,280 | 980 |
| Saskatoon | 934 | 1,448 | 767 | 12 | 3,337 | 1,894 | 1,377 | 760 | 235 | 108 | 2,322 | 1,371 |
| Swift Current | 131 | 231 | 122 | 5 | 421 | 286 | 222 | 163 | 27 | 1 | 239 | 172 |
| Weyburn | 86 | 178 | 88 | 31 | 270 | 179 | 135 | 100 | 12 | ..... | 133 | 68 |
| Yorkton | 115 | 340 | 141 | 3 | 1,428 | 509 | 265 | 191 | 30 | ..... | 865 | 695 |
| **Alberta** | **4,100** | **8,561** | **4,067** | **243** | **24,207** | **14,535** | **9,422** | **4,651** | **1,539** | **213** | **16,868** | **13,914** |
| Blairmore | 11 | 34 | 10 | ..... | 685 | 148 | 42 | 31 | ..... | 10 | 645 | 404 |
| Calgary | 1,325 | 3,011 | 1,262 | 91 | 6,805 | 5,245 | 3,557 | 1,583 | 611 | 71 | 4,603 | 4,397 |
| Drumheller | 14 | 205 | 19 | 43 | 575 | 186 | 154 | 147 | ..... | ..... | 419 | 310 |
| Edmonton | 2,110 | 3,583 | 2,030 | 16 | 11,331 | 6,618 | 4,410 | 2,073 | 774 | 127 | 8,118 | 6,523 |
| Edson | 78 | 100 | 89 | 34 | 616 | 296 | 10 | 6 | 3 | ..... | 480 | 440 |
| Lethbridge | 330 | 967 | 469 | 17 | 2,017 | 1,090 | 754 | 536 | 82 | 3 | 1,089 | 796 |
| Medicine Hat | 76 | 297 | 85 | 1 | 843 | 379 | 304 | 160 | 38 | ..... | 449 | 352 |
| Red Deer | 97 | 272 | 103 | 12 | 1,273 | 554 | 187 | 112 | 30 | 2 | 1,026 | 751 |
| Yellowknife | 59 | 95 | 20 | 29 | 62 | 19 | 4 | 3 | 1 | ..... | 39 | 31 |

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MAY 1954; LIVE APPLICATIONS AT JUNE 30, 1954

| Office | [1]Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C. 757 [2] Live Applications at June 30, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning of Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning of Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **British Columbia** | **3,021** | **10,720** | **2,954** | **128** | **46,258** | **25,562** | **12,009** | **6,140** | **2,100** | **168** | **35,253** | **30,306** |
| Chilliwack | 125 | 357 | 66 | 1 | 962 | 480 | 443 | 329 | 63 | 9 | 604 | 504 |
| Courtenay | 18 | 171 | 36 | 2 | 763 | 486 | 139 | 81 | 21 | 1 | 728 | 768 |
| Cranbrook | 4 | 35 | 6 | 2 | 1,084 | 163 | 39 | 24 | 2 | ..... | 710 | 385 |
| Dawson Creek | 24 | 194 | 16 | ..... | 626 | 253 | 183 | 170 | 6 | ..... | 453 | 259 |
| Duncan | 43 | 258 | 45 | 4 | 347 | 381 | 304 | 154 | 45 | 2 | 245 | 273 |
| Kamloops | 80 | 222 | 86 | 8 | 1,117 | 479 | 222 | 160 | 2 | 1 | 765 | 517 |
| Kelowna | 17 | 86 | 3 | ..... | 676 | 212 | 100 | 78 | 9 | 2 | 518 | 517 |
| Mission City | 71 | 407 | 239 | 1 | 871 | 691 | 258 | 193 | 2 | 6 | 620 | 831 |
| Nanaimo | 37 | 273 | 60 | 3 | 1,095 | 418 | 286 | 176 | 38 | 8 | 822 | 777 |
| Nelson | 8 | 80 | 14 | ..... | 1,167 | 274 | 82 | 52 | 18 | 1 | 784 | 561 |
| New Westminster | 150 | 1,468 | 112 | 15 | 4,745 | 3,458 | 1,635 | 624 | 786 | 14 | 4,202 | 3,680 |
| Penticton | 14 | 116 | 16 | 5 | 679 | 244 | 149 | 71 | 29 | ..... | 484 | 360 |
| Port Alberni | 14 | 187 | 17 | 1 | 285 | 320 | 186 | 138 | 22 | ..... | 223 | 282 |
| Prince George | 50 | 386 | 81 | 4 | 2,314 | 1,300 | 461 | 291 | 24 | 5 | 2,219 | 1,290 |
| Prince Rupert | 46 | 221 | 33 | 9 | 955 | 487 | 205 | 146 | 7 | ..... | 569 | 456 |
| Princeton | 5 | 70 | 1 | ..... | 294 | 71 | 81 | 67 | 1 | ..... | 134 | 84 |
| Trail | 24 | 122 | 6 | 1 | 1,446 | 338 | 182 | 96 | 23 | 1 | 978 | 832 |
| Vancouver | 1,798 | 4,067 | 1,486 | 8 | 22,437 | 12,607 | 5,388 | 2,278 | 785 | 110 | 16,826 | 14,806 |
| Vernon | 28 | 364 | 152 | 4 | 1,061 | 403 | 250 | 184 | 7 | ..... | 671 | 416 |
| Victoria | 290 | 1,219 | 336 | 22 | 2,789 | 2,032 | 1,086 | 532 | 208 | 8 | 2,344 | 2,450 |
| Whitehorse | 175 | 417 | 143 | 38 | 545 | 465 | 330 | 296 | 2 | ..... | 354 | 258 |
| **Canada** | **37,453** | **100,005** | **37,140** | **2,373** | **474,412** | **211,542** | **107,988** | **57,238** | **17,668** | **2,666** | **343,862** | **283,043** |
| Males | 20,999 | 64,075 | 20,863 | 2,116 | 385,968 | 147,070 | 68,058 | 40,515 | 9,222 | 2,382 | 262,259 | 201,931 |
| Females | 16,454 | 35,930 | 16,277 | 257 | 88,444 | 64,472 | 39,930 | 16,723 | 8,446 | 284 | 81,603 | 81,112 |

[1] Includes current and deferred vacancies.

[2] Latest figures subject to revision.

### TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1944—1954

| Year | Applications | | | Placements | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| 1944 | 1,583,010 | 902,273 | 2,485,283 | 1,101,854 | 638,063 | 1,739,917 |
| 1945 | 1,855,036 | 661,948 | 2,516,984 | 1,095,641 | 397,940 | 1,493,581 |
| 1946 | 1,464,533 | 494,164 | 1,958,697 | 624,052 | 235,360 | 859,412 |
| 1947 | 1,189,646 | 439,577 | 1,629,223 | 549,376 | 220,473 | 769,849 |
| 1948 | 1,197,295 | 459,332 | 1,656,627 | 497,916 | 214,424 | 712,340 |
| 1949 | 1,295,690 | 494,956 | 1,790,646 | 464,363 | 219,816 | 684,179 |
| 1950 | 1,500,763 | 575,813 | 2,076,576 | 559,882 | 230,920 | 790,802 |
| 1951 | 1,541,208 | 623,467 | 2,164,675 | 655,933 | 262,305 | 918,238 |
| 1952 | 1,781,689 | 664,485 | 2,446,174 | 677,777 | 302,730 | 980,507 |
| 1953 | 1,980,918 | 754,358 | 2,735,276 | 661,167 | 332,239 | 993,406 |
| 1954 (5 months) | 867,154 | 318,018 | 1,185,172 | 186,181 | 111,612 | 297,793 |

## E—Unemployment Insurance

### TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Estimated Number Receiving Benefit in Last Week of the Month* | Month of May, 1954 | | | |
|---|---|---|---|---|---|
| | | Number Commencing | Days Benefit Paid (Disability Days in Brackets) | | Amount of Benefit Paid |
| | | | | | $ |
| Newfoundland | 6,528 | 2,181 | 270,526 | (1,045) | 947,941 |
| Prince Edward Island | 963 | 202 | 36,091 | (449) | 102,749 |
| Nova Scotia | 10,244 | 3,379 | 308,486 | (5,362) | 995,985 |
| New Brunswick | 10,747 | 4,337 | 363,116 | (2,716) | 1,182,933 |
| Quebec | 83,889 | 30,972 | 2,313,862 | (30,488) | 7,117,413 |
| Ontario | 86,629 | 27,631 | 1,985,333 | (21,955) | 6,226,862 |
| Manitoba | 9,767 | 3,384 | 270,014 | (4,586) | 816,518 |
| Saskatchewan | 3,892 | 1,171 | 127,401 | (1,850) | 396,113 |
| Alberta | 11,763 | 4,891 | 333,671 | (3,725) | 1,097,805 |
| British Columbia | 21,847 | 9,320 | 566,503 | (9,746) | 1,824,787 |
| Total, Canada, May, 1954 | 246,269 | 87,468 | 6,575,003 | (81,922) | 20,709,106 |
| Total, Canada, April, 1954 | 375,266 | 108,692 | 7,997,163 | (88,402) | 25,381,926 |
| Total, Canada, May, 1953 | 125,558 | 60,514 | 3,919,260 | (....) | 12,195,255 |

* Week containing last day of the month.

## TABLE E-2.—ORDINARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT MAY 31, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES *INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province and Sex | Days Continuously on the Register | | | | | | | May 31, 1953 Total |
|---|---|---|---|---|---|---|---|---|
| | Total | 6 and less | 7–12 | 13–24 | 25–48 | 49–72 | 73 and over | |
| Newfoundland | 7,889 (25) | 695 | 446 | 688 | 1,597 | 1,463 | 3,000 | 4,917 |
| Male | 7,632 (24) | 668 | 420 | 668 | 1,555 | 1,424 | 2,897 | 4,669 |
| Female | 257 (1) | 27 | 26 | 20 | 42 | 39 | 103 | 248 |
| Prince Edward Island | 832 (9) | 84 | 53 | 78 | 120 | 93 | 404 | 586 |
| Male | 652 (7) | 63 | 42 | 52 | 88 | 81 | 326 | 453 |
| Female | 180 (2) | 21 | 11 | 26 | 32 | 12 | 78 | 133 |
| Nova Scotia | 10,373 (146) | 1,807 | 711 | 1,083 | 1,645 | 1,668 | 3,459 | 7,480 |
| Male | 8,965 (128) | 1,587 | 596 | 935 | 1,438 | 1,500 | 2,909 | 6,449 |
| Female | 1,408 (18) | 220 | 115 | 148 | 207 | 168 | 550 | 1,031 |
| New Brunswick | 12,707 (110) | 1,525 | 1,052 | 1,583 | 2,592 | 1,910 | 4,045 | 9,187 |
| Male | 11,049 (95) | 1,277 | 922 | 1,414 | 2,376 | 1,742 | 3,318 | 8,126 |
| Female | 1,658 (15) | 248 | 130 | 169 | 216 | 168 | 727 | 1,061 |
| Quebec | 85,085 (1,199) | 11,528 | 7,355 | 9,686 | 16,040 | 14,759 | 25,717 | 56,839 |
| Male | 65,514 (793) | 8,197 | 5,352 | 7,214 | 12,856 | 12,344 | 19,551 | 43,954 |
| Female | 19,571 (406) | 3,331 | 2,003 | 2,472 | 3,184 | 2,415 | 6,166 | 12,885 |
| Ontario | 79,682 (969) | 14,259 | 7,227 | 8,538 | 12,853 | 10,301 | 26,504 | 34,192 |
| Male | 59,385 (713) | 10,742 | 5,629 | 6,149 | 9,392 | 7,705 | 19,768 | 23,712 |
| Female | 20,297 (256) | 3,517 | 1,598 | 2,389 | 3,461 | 2,596 | 6,736 | 10,480 |
| Manitoba | 11,430 (197) | 1,978 | 739 | 1,254 | 1,942 | 1,266 | 4,251 | 5,851 |
| Male | 7,659 (138) | 1,166 | 448 | 734 | 1,323 | 881 | 3,107 | 3,592 |
| Female | 3,771 (59) | 812 | 291 | 520 | 619 | 385 | 1,144 | 2,259 |
| Saskatchewan | 3,592 (58) | 381 | 252 | 333 | 559 | 435 | 1,632 | 1,641 |
| Male | 2,679 (47) | 250 | 165 | 237 | 395 | 314 | 1,291 | 1,087 |
| Female | 913 (11) | 131 | 87 | 96 | 164 | 94 | 341 | 554 |
| Alberta | 11,699 (105) | 1,804 | 876 | 1,362 | 2,254 | 1,643 | 3,760 | 5,055 |
| Male | 9,833 (92) | 1,494 | 733 | 1,154 | 1,949 | 1,427 | 3,076 | 3,955 |
| Female | 1,866 (13) | 310 | 143 | 208 | 305 | 216 | 684 | 1,100 |
| British Columbia | 24,466 (312) | 4,006 | 2,037 | 3,169 | 4,109 | 2,834 | 8,311 | 17,335 |
| Male | 18,710 (238) | 3,040 | 1,584 | 2,417 | 3,289 | 2,092 | 6,288 | 13,004 |
| Female | 5,756 (74) | 966 | 453 | 752 | 820 | 742 | 2,023 | 4,331 |
| CANADA | 247,755 (3,130) | 38,067 | 20,748 | 27,774 | 43,711 | 36,372 | 81,083 | 143,083 |
| Male | 192,078 (2,275) | 28,484 | 15,891 | 20,974 | 34,661 | 29,537 | 62,531 | 109,001 |
| Female | 55,677 (855) | 9,583 | 4,857 | 6,800 | 9,050 | 6,835 | 18,552 | 34,082 |

* These data are shown in brackets and include short-time and temporary lay-off claimants.

## TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, MAY, 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Claims filed at Local Offices | | | Disposal of Claims (including claims pending from previous months) | | | |
|---|---|---|---|---|---|---|---|
| | Total | Initial | Renewal | Total Disposed of | Entitled to Benefit | Not Entitled to Benefit | Pending |
| Newfoundland | 1,860 | 1,484 | 376 | 3,789 | 1,498 | 2,291 | 636 |
| Prince Edward Island | 227 | 163 | 64 | 258 | 171 | 87 | 55 |
| Nova Scotia | 4,797 | 2,549 | 2,248 | 5,134 | 4,152 | 982 | 1,031 |
| New Brunswick | 3,885 | 2,620 | 1,265 | 4,906 | 3,624 | 1,282 | 927 |
| Quebec | 35,624 | 21,500 | 14,124 | 39,517 | 30,427 | 9,090 | 11,444 |
| Ontario | 45,085 | 24,995 | 20,090 | 47,576 | 38,960 | 8,616 | 10,220 |
| Manitoba | 4,260 | 2,774 | 1,486 | 4,675 | 3,552 | 1,123 | 663 |
| Saskatchewan | 1,122 | 778 | 344 | 1,555 | 1,024 | 531 | 256 |
| Alberta | 5,528 | 3,655 | 1,773 | 6,784 | 5,107 | 1,677 | 1,318 |
| British Columbia | 11,139 | 6,503 | 4,636 | 12,122 | 9,005 | 3,117 | 2,484 |
| Total Canada, May 1954 | 113,427* | 67,021 | 46,406 | 126,316† | 97,520 | 28,796 | 29,034 |
| Total Canada, April 1954 | 158,411 | 108,894 | 49,517 | 177,588 | 119,633 | 57,955 | 41,923 |
| Total Canada, May 1953 | 71,476 | 45,298 | 26,178 | 81,828 | 57,635 | 24,193 | 17,338 |

* In addition, revised claims received numbered 20,919 † In addition 21,053 revised claims were disposed of. Of these, 1,638 were special requests not granted, and 751 were appeals by claimants. There were 2,945 revised claims pending at the end of the month.

## TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Chief Reasons for Non-Entitlement | Month of May, 1954 | Month of April, 1954 | Month of May, 1953 |
|---|---|---|---|
| Benefit year not established | 19,284 | 48,422 | 13,375 |
| **Claimants Disqualified*** | | | |
| Not unemployed | 2,948 | 3,216 | 5,420 |
| Not capable of and not available for work | 2,127 | 2,239 | 1,752 |
| Loss of work due to a labour dispute | 141 | 175 | 56 |
| Refused offer of work and neglected opportunity to work | 963 | 869 | 1,540 |
| Discharged for misconduct | 724 | 791 | 592 |
| Voluntarily left employment without just cause | 4,876 | 4,945 | 4,698 |
| Failure to fulfil additional conditions imposed upon certain married women | 1,004 | 945 | 692 |
| Other reasons† | 2,556 | 3,937 | 2,367 |
| Total | 34,623 | 72,265 | 30,492 |

* Data for May 1954 include 5,611 on revised claims and 216 on supplementary benefit claims.
† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in mates of prisons, etc.

## TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| At Beginning of Month: | Total | Employed | Claimants* |
|---|---|---|---|
| 1954—April | 3,317,000 | 2,805,300 | 511,700† |
| March | 3,342,000 | 2,829,400 | 512,600† |
| February | 3,339,000 | 2,844,200 | 494,800† |
| January | 3,328,000 | 2,937,000 | 391,000† |
| 1953—December | 3,276,000 | 3,037,500 | 238,500 |
| November | 3,230,000 | 3,076,400 | 153,600 |
| October | 3,220,000 | 3,100,600 | 119,400 |
| September | 3,197,000 | 3,085,700 | 111,300 |
| August | 3,171,000 | 3,060,100 | 110,900 |
| July | 3,161,000 | 3,041,200 | 119,800 |
| June | 3,116,000 | 2,972,900 | 143,100 |
| May | 3,119,000 | 2,903,800 | 215,200 |
| April | 3,150,680 | 2,888,100 | 262,580 |

* Ordinary claimants on the live unemployment register on last working day of preceding month.
† Includes supplementary benefit claimants.

## TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JUNE 30, 1954

SOURCE: Unemployment Insurance Commission

| Fiscal year Ended March 31 | Receipts | | | | | Disbursements | | | Balance in Fund |
|---|---|---|---|---|---|---|---|---|---|
| | Contributions (Gross less refunds) | | Fines | Interest on Investments and Profit on Sale of Securities | Total Revenue | Benefit Payments | | | |
| | Employer and Employee | Government | | | | Ordinary | Supplementary Classes 1 and 2 | Total | |
| | $ | $ | $ | $ | $ | $ | $ | $ | $ |
| TO 1950 | 644,786,331 88 | 128,886,931 60 | 41,539 99 | 61,989,796 65 | 835,704,600 12 | 252,319,395 71 | 738,233 89 | 253,057,637 60 | 582,646,972 52 |
| 1951 | 128,744,248 84 | 25,796,703 41 | 34,656 50 | 15,630,847 06 | 170,206,455 81 | 83,082,101 75 | 5,190,949 79 | 88,273,051 54 | 664,580,376 79 |
| 1952 | 153,887,858 49 | 30,805,704 77 | 33,344 00 | 19,046,503 98 | 203,773,411 24 | 85,559 677 68 | 4,594,758 92 | 90,154,436 60 | 778,199,351 43 |
| 1953 | 155,184,595 03 | 31,036,836 18 | 36,085 94 | 22,950,737 44 | 209,208,254 59 | 128,814,174 79 | 7,008,266 57 | 135,822,441 36 | 851,585,164 66 |
| 1954 | 158,673,276 19 | 31,735,867 91 | 36,833 77 | 26,094,504 24 | 216,540,482 11 | 174,619,903 03 | 12,231,610 40 | 186,851,513 43 | 881,274,133 34 |
| TO 1954 | 1,241,276,310 43 | 248,262,043 87 | 182,460 20 | 145,712,389 37 | 1,635,433,203 87 | 724,395,250 96 | 29,763,819 57 | 754,159,070 53 | 881,274,133 34 |
| April | 13,983,783 36 | 2,791,191 90 | 2,925 75 | 2,302,262 63 | 18,981,163 64 | 25,364,305 38 | 4,456,593 48 | 29,820,898 86 | 870,434,398 12 |
| May | 13,115,221 43 | 2,610,732 42 | 2,200 00 | 2,197,571 44 | 17,925,725 29 | 20,697,662 24 | 421,760 95 | 12,119,423 19 | 867,240,700 22 |
| June | *12,114,552 80 | 2,439,791 98 | 3,807 50 | 2,310,828 32 | 16,868,980 60 | 15,685,208 51 | 15,677 10 | 15,700,885 61 | 868,408,795 21 |
| Sub-Total | 39,213,557 59 | 7,841,716 30 | 8,933 25 | 6,771,662 39 | 53,775,869 53 | 61,747,176 13 | 4,894,031 53 | 66,641,207 66 | 868,408,795 21 |
| TOTAL | 1,280,489,868 02 | 256,103,760 17 | 191,393 45 | 152,424,051 76 | 1,689,209,073 40 | 786,142,427 09 | 34,657,851 10 | 820,800,278 19 | 868,408,795 21 |

* Stamps $5,202,788.97 Meter $1,428,766.02 Bulk $5,433,217.81 D.V.A. $49,780.00 Total $12,114,552.80

## TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO MAY 1954

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

| — | Total | Food | Shelter | Clothing | Household Operation | Other Commodities and Services |
|---|---|---|---|---|---|---|
| 1949—January | 99·8 | 100·8 | 99·2 | 99·7 | 99·9 | 98·9 |
| February | 99·7 | 99·7 | 99·3 | 99·7 | 100·2 | 99·4 |
| March | 99·4 | 98·7 | 99·2 | 100·0 | 100·1 | 99·5 |
| April | 99·3 | 98·1 | 99·6 | 100·2 | 100·1 | 99·5 |
| May | 99·2 | 97·9 | 99·7 | 100·3 | 99·8 | 99·8 |
| June | 99·6 | 99·2 | 99·7 | 100·3 | 99·7 | 99·8 |
| July | 100·0 | 100·2 | 100·3 | 100·3 | 99·7 | 99·8 |
| August | 100·4 | 101·3 | 100·2 | 100·1 | 99·6 | 99·9 |
| September | 100·4 | 101·2 | 100·5 | 100·2 | 99·6 | 99·9 |
| October | 100·6 | 100·8 | 100·5 | 99·8 | 100·6 | 100·9 |
| November | 101·0 | 101·9 | 100·5 | 99·7 | 100·5 | 101·0 |
| December | 100·5 | 100·3 | 101·0 | 99·7 | 100·4 | 101·1 |
| Year | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 |
| 1950—January | 100·1 | 98·1 | 101·1 | 99·6 | 100·6 | 102·0 |
| February | 100·2 | 98·4 | 101·1 | 99·5 | 100·6 | 102·2 |
| March | 100·9 | 98·8 | 104·7 | 98·9 | 100·8 | 102·2 |
| April | 101·2 | 99·8 | 104·9 | 99·2 | 101·2 | 102·2 |
| May | 101·2 | 99·3 | 105·1 | 99·1 | 101·1 | 102·2 |
| June | 101·9 | 100·9 | 105·9 | 99·1 | 101·5 | 102·3 |
| July | 102·7 | 102·6 | 107·4 | 99·1 | 101·6 | 102·4 |
| August | 103·3 | 103·8 | 107·8 | 99·3 | 102·6 | 102·5 |
| September | 104·3 | 105·4 | 108·7 | 99·9 | 103·4 | 103·0 |
| October | 105·9 | 107·6 | 109·0 | 100·6 | 104·6 | 105·2 |
| November | 106·4 | 108·4 | 109·5 | 101·0 | 105·1 | 105·4 |
| December | 106·6 | 108·4 | 109·6 | 101·3 | 105·5 | 105·7 |
| Year | 102·9 | 102·6 | 106·2 | 99·7 | 102·4 | 103·1 |
| 1951—January | 107·7 | 109·9 | 110·0 | 102·6 | 107·1 | 107·4 |
| February | 109·1 | 111·0 | 110·4 | 105·1 | 108·6 | 108·0 |
| March | 110·8 | 114·1 | 111·5 | 106·7 | 110·5 | 108·3 |
| April | 111·7 | 115·5 | 111·8 | 108·5 | 111·4 | 108·6 |
| May | 112·2 | 114·3 | 112·4 | 109·0 | 112·7 | 110·4 |
| June | 113·7 | 115·8 | 115·2 | 109·5 | 113·8 | 111·8 |
| July | 114·6 | 117·9 | 115·5 | 109·7 | 114·3 | 112·2 |
| August | 115·5 | 119·0 | 114·8 | 110·7 | 115·1 | 113·4 |
| September | 116·5 | 120·5 | 117·2 | 111·9 | 115·5 | 113·6 |
| October | 117·1 | 121·3 | 117·2 | 114·1 | 115·8 | 114·1 |
| November | 117·9 | 122·5 | 118·2 | 114·5 | 115·9 | 114·8 |
| December | 118·1 | 122·5 | 118·2 | 115·2 | 116·4 | 115·9 |
| Year | 113·7 | 117·0 | 114·4 | 109·8 | 113·1 | 111·5 |
| 1952—January | 118·2 | 122·4 | 118·3 | 114·9 | 116·4 | 115·5 |
| February | 117·6 | 120·8 | 118·3 | 113·5 | 116·3 | 115·8 |
| March | 116·9 | 117·6 | 119·1 | 112·9 | 116·9 | 116·4 |
| April | 116·8 | 117·2 | 119·4 | 112·5 | 116·8 | 116·6 |
| May | 115·9 | 115·5 | 119·6 | 112·3 | 116·2 | 115·6 |
| June | 116·0 | 115·7 | 120·4 | 111·8 | 115·9 | 115·7 |
| July | 116·1 | 116·0 | 120·6 | 111·7 | 115·9 | 115·6 |
| August | 116·0 | 115·7 | 120·6 | 111·6 | 115·8 | 115·8 |
| September | 116·1 | 115·8 | 121·2 | 110·9 | 116·0 | 115·8 |
| October | 116·0 | 115·1 | 121·5 | 109·9 | 116·2 | 116·4 |
| November | 116·1 | 115·7 | 121·4 | 109·8 | 115·9 | 116·6 |
| December | 115·8 | 114·1 | 122·2 | 109·7 | 116·1 | 116·6 |
| 1953—January | 115·7 | 113·5 | 122·3 | 109·7 | 116·5 | 116·7 |
| February | 115·5 | 112·7 | 122·5 | 109·6 | 116·6 | 116·7 |
| March | 114·8 | 111·6 | 122·5 | 109·7 | 116·7 | 115·2 |
| April | 114·6 | 110·9 | 122·7 | 109·7 | 116·9 | 115·0 |
| May | 114·4 | 110·1 | 122·9 | 110·1 | 116·6 | 115·1 |
| June | 114·9 | 111·4 | 123·6 | 110·1 | 116·6 | 115·1 |
| July | 115·4 | 112·7 | 123·9 | 110·3 | 117·0 | 115·2 |
| August | 115·7 | 112·8 | 124·1 | 110·4 | 117·2 | 115·8 |
| September | 116·2 | 114·0 | 124·2 | 110·4 | 117·4 | 115·9 |
| October | 116·7 | 115·5 | 124·5 | 110·3 | 117·5 | 116·0 |
| November | 116·2 | 113·4 | 125·0 | 110·3 | 117·4 | 116·3 |
| December | 115·8 | 112·1 | 125·2 | 110·2 | 117·4 | 116·3 |
| 1954—January | 115·7 | 111·6 | 125·4 | 110·1 | 117·5 | 116·4 |
| February | 115·7 | 111·7 | 125·4 | 110·0 | 117·5 | 116·5 |
| March | 115·5 | 110·7 | 125·6 | 109·8 | 117·6 | 116·6 |
| April | 115·6 | 110·4 | 125·6 | 109·9 | 118·1 | 117·2 |
| May | 115·5 | 110·2 | 125·8 | 109·9 | 117·3 | 117·5 |
| June | 116·1 | 112·0 | 126·4 | 109·7 | 117·1 | 117·5 |
| July | | | | | | |

## TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE, 1954

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

| — | Total | | | Food | Shelter | Clothing | House-hold Operation | Other Commodities and Services |
|---|---|---|---|---|---|---|---|---|
| | June 1st, 1953 | May 1st, 1954 | June 1st, 1954 | | | | | |
| (1) St. John's, Nfld. | 101·2 | 102·2 | 102·5 | 100·0 | 107·3 | 102·3 | 104·0 | 102·7 |
| Halifax | 112·7 | 113·6 | 113·9 | 105·7 | 122·9 | 116·3 | 119·2 | 116·2 |
| Saint John | 114·9 | 115·8 | 116·2 | 109·1 | 120·8 | 118·5 | 116·5 | 123·0 |
| Montreal | 116·0 | 116·3 | 117·0 | 114·3 | 133·1 | 110·6 | 115·8 | 116·8 |
| Ottawa | 114·7 | 115·5 | 116·1 | 110·8 | 127·7 | 113·5 | 115·8 | 118·6 |
| Toronto | 116·5 | 117·7 | 118·2 | 110·9 | 140·6 | 111·4 | 116·4 | 118·6 |
| Winnipeg | 114·1 | 114·8 | 115·3 | 111·0 | 123·4 | 115·2 | 113·6 | 117·4 |
| Saskatoon—Regina | 112·9 | 113·5 | 114·1 | 110·6 | 113·9 | 116·6 | 118·5 | 112·9 |
| Edmonton—Calgary | 114·0 | 114·4 | 114·8 | 110·4 | 119·4 | 114·2 | 115·8 | 118·2 |
| Vancouver | 115·8 | 116·9 | 117·1 | 111·6 | 124·7 | 113·4 | 124·3 | 118·9 |

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

## TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

BASE (1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

| *Commodities | Per | Dec. 1941 | Dec. 1945 | Year 1951 | June 1951 | Year 1952 | June 1952 | Year 1953 | June 1953 | May 1954 | June 1954 | Price June 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Beef, sirloin steak | lb. | 47·4 | 61·0 | 143·5 | 142·5 | 132·7 | 130·4 | 113·0 | 112·6 | 103·8 | 109·5 | 77·1 |
| Beef, round steak | lb. | 44·1 | 59·1 | 142·9 | 141·6 | 133·3 | 131·9 | 112·0 | 111·1 | 102·3 | 108·0 | 72·4 |
| Beef, blade | lb. | 43·7 | 52·7 | 151·3 | 151·6 | 133·5 | 128·5 | 106·2 | 106·3 | 96·1 | 99·2 | 48·0 |
| Beef, stewing boneless | lb. | 41·0 | 48·5 | 155·3 | 155·2 | 142·6 | 139·2 | 115·2 | 114·9 | 101·6 | 104·2 | 48·6 |
| Lamb, leg roast | lb. | 42·2 | 60·3 | 130·1 | 128·6 | 126·7 | 129·4 | 112·2 | 112·3 | 109·1 | 110·4 | 79·5 |
| Pork, fresh loin centre-cut | lb. | 53·3 | 61·2 | 114·8 | 111·1 | 99·0 | 98·0 | 113·7 | 121·8 | 121·1 | 128·3 | 81·9 |
| Pork, fresh shoulder, hock off | lb. | 50·2 | 54·2 | 117·9 | 122·4 | 101·7 | 101·5 | 104·8 | 109·5 | 115·7 | 120·7 | 58·5 |
| Bacon, side, fancy, sliced, rind off | ½ lb. | 56·2 | 61·2 | 95·4 | 92·6 | 78·4 | 74·0 | 101·0 | 98·6 | 119·9 | 122·9 | 52·1 |
| Lard, pure, package | lb. | 66·7 | 73·6 | 121·1 | 124·1 | 72·5 | 60·9 | 88·4 | 79·7 | 117·6 | 117·2 | 27·5 |
| Shortening, package | lb. | 57·4 | 58·6 | 112·4 | 120·0 | 92·3 | 89·2 | 87·4 | 87·4 | 92·0 | 91·7 | 29·6 |
| Eggs, grade "A" large, carton | doz. | 77·3 | 91·1 | 116·5 | 115·6 | 96·0 | 79·0 | 109·9 | 107·6 | 83·7 | 84·5 | 52·0 |
| Milk | qt. | 67·3 | 57·8 | 110·0 | 109·5 | 118·4 | 118·5 | 118·5 | 118·5 | 118·5 | 118·5 | 21·1 |
| Butter, creamery, prints | lb. | 58·2 | 61·4 | 104·9 | 104·3 | 102·4 | 96·4 | 100·7 | 97·7 | 98·0 | 95·3 | 61·6 |
| Cheese, plain, processed, ½ lb. | pkg. | 78·2 | 72·6 | 111·1 | 110·4 | 115·9 | 116·1 | 113·2 | 114·1 | 111·3 | 112·7 | 32·9 |
| Bread, plain, white, wrapped, sliced | lb. | 66·7 | 66·7 | 115·5 | 114·5 | 119·3 | 119·7 | 121·5 | 119·7 | 126·8 | 126·8 | 12·5 |
| Flour, all-purpose | lb. | 58·4 | 56·8 | 106·9 | 106·2 | 105·9 | 106·2 | 108·9 | 107·6 | 110·5 | 110·5 | 7·7 |
| Corn Flakes, 8 oz. | pkg. | 61·6 | 60·9 | 113·8 | 114·1 | 122·4 | 122·4 | 123·2 | 123·2 | 123·2 | 123·2 | 17·4 |
| Tomatoes, canned 2½'s | tin | 64·3 | 67·2 | 115·0 | 113·8 | 143·6 | 150·0 | 121·8 | 123·1 | 102·2 | 101·7 | 20·4 |
| Peas, 20 oz. | tin | 77·9 | 82·4 | 107·2 | 106·1 | 116·9 | 115·5 | 120·0 | 120·1 | 118·9 | 118·9 | 20·9 |
| Corn, cream, choice, 20 oz. | tin | 68·5 | 70·7 | 95·9 | 95·5 | 103·2 | 104·1 | 96·3 | 96·3 | 92·6 | 92·0 | 17·6 |
| Onions, cooking | lb. | 68·9 | 83·8 | 99·4 | 113·4 | 158·6 | 199·3 | 119·8 | 126·3 | 104·6 | 115·4 | 8·5 |
| Potatoes, No. 1, table | 10 lbs. | 58·1 | 94·1 | 99·9 | 85·2 | 196·9 | 260·6 | 111·8 | 106·5 | 82·1 | 92·7 | 32·3 |
| Raisins, seedless, bulk or in bag | lb. | 80·0 | 84·6 | 127·5 | 125·7 | 138·9 | 140·6 | 135·2 | 135·5 | 133·2 | 133·2 | 23·5 |
| Oranges, California | doz. | 89·2 | 107·7 | 109·6 | 108·9 | 105·3 | 100·2 | 94·8 | 93·7 | 115·3 | 119·3 | 42·0 |
| Jam, Strawberry, 16 oz. | jar | 74·9 | 76·7 | 114·0 | 113·7 | 110·6 | 111·7 | 104·5 | 102·6 | 106·5 | 106·5 | 24·7 |
| Peaches, 15 oz. | tin | 69·9 | 73·5 | 105·5 | 106·0 | 104·4 | 105·0 | 97·7 | 97·2 | 97·7 | 98·7 | 20·4 |
| Sugar, granulated, bulk or in bag | lb. | 87·5 | 87·5 | 129·8 | 127·7 | 121·0 | 119·3 | 107·8 | 107·3 | 101·9 | 101·9 | 9·4 |
| Coffee, medium quality, in bag | lb. | 72·7 | 66·4 | 163·2 | 164·4 | 163·0 | 162·2 | 164·1 | 163·5 | 214·9 | 218·6 | 136·0 |
| Tea, black, ½ lb. | pkg. | 84·3 | 75·7 | 104·2 | 104·3 | 104·9 | 104·9 | 98·1 | 97·3 | 103·3 | 104·0 | 51·0 |

* Description and Units of Sale apply to June, 1954 Prices.

SOURCE: Dominion

| Locality | Beef | | | | | Pork | | Bacon, side, fancy, sliced, rind-off, per ¼ lb. pkg. | Sausage, pure pork, per lb. |
|---|---|---|---|---|---|---|---|---|---|
| | Sirloin steak, per lb. | Round steak, per lb. | Blade roast (blade removed), per lb. | Stewing, boneless, per lb. | Hamburger, per lb. | Fresh loin, centre cut, chops, per lb. | Fresh shoulder roast, hock-off per lb. | | |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | |
| 1—St. John's | 99·4 | ..... | [a] 66·3 | [a] 47·3 | 63·7 | 81·0 | 77·7 | [e] 48·2 | 59·5 |
| **P.E.I.—** | | | | | | | | | |
| 2—Charlottetown | 65·8 | 60·0 | 51·0 | 39·8 | 38·0 | 77·6 | ..... | 45·8 | 52·2 |
| **Nova Scotia—** | | | | | | | | | |
| 3—Halifax | 80·2 | 68·2 | [a] 45·3 | 46·6 | 43·9 | 80·0 | 60·2 | 56·8 | 58·5 |
| 4—Sydney | 74·0 | 68·1 | [a] 50·9 | 51·6 | 47·8 | 76·8 | 61·7 | 51·6 | 50·6 |
| **New Brunswick—** | | | | | | | | | |
| 5—Moncton | 70·1 | 65·0 | 48·7 | 45·0 | 39·3 | 78·3 | 56·5 | 53·2 | 53·4 |
| 6—Saint John | 78·5 | 70·6 | [a] 50·8 | 50·9 | 45·1 | 82·1 | 58·0 | 54·8 | 50·7 |
| **Quebec—** | | | | | | | | | |
| 7—Chicoutimi | 89·5 | 86·8 | 57·8 | 46·6 | 43·0 | 74·8 | 68·0 | 48·7 | 48·8 |
| 8—Hull | 72·5 | 73·2 | 48·3 | 47·6 | 39·6 | 78·5 | 59·1 | 50·4 | 58·2 |
| 9—Montreal | 90·1 | 84·6 | [a] 49·8 | 52·6 | 40·7 | 84·1 | 61·9 | 53·6 | 61·2 |
| 10—Quebec | 91·9 | 84·9 | [a] 49·1 | 46·3 | 47·2 | 71·9 | 58·1 | 48·0 | 54·7 |
| 11—Sherbrooke | 83·0 | 77·0 | 50·0 | 53·3 | 35·6 | 78·9 | 60·4 | 51·6 | 44·8 |
| 12—Sorel | 81·9 | 76·3 | 54·7 | 44·3 | 43·8 | 72·0 | 55·0 | 52·2 | 59·5 |
| 13—Three Rivers | 91·8 | 78·7 | 42·6 | 42·8 | 39·1 | 74·2 | 59·1 | 52·3 | 60·2 |
| **Ontario—** | | | | | | | | | |
| 14—Brantford | 70·1 | 67·2 | 52·0 | 47·7 | 37·4 | 82·7 | 59·2 | 52·8 | 54·2 |
| 15—Cornwall | 70·3 | 69·5 | [a] 44·9 | 47·9 | 38·7 | 80·4 | 59·6 | 51·8 | 58·4 |
| 16—Fort William | 71·7 | 70·0 | [a] 48·2 | 52·4 | 43·4 | 75·4 | ..... | 49·5 | 59·7 |
| 17—Hamilton | 78·7 | 72·0 | 48·9 | 49·5 | 40·0 | 86·1 | [d] 54·7 | 53·1 | 51·9 |
| 18—Kirkland Lake | 75·5 | 71·3 | 47·3 | 47·6 | 41·8 | 80·2 | 63·5 | 56·0 | 60·6 |
| 19—London | 75·7 | 73·2 | 49·0 | 48·5 | 41·6 | 82·6 | 58·3 | 53·4 | 55·3 |
| 20—North Bay | 74·0 | 73·0 | 44·8 | 44·6 | 41·0 | 81·6 | ..... | 52·3 | 51·0 |
| 21—Oshawa | 71·4 | 69·4 | 45·0 | 47·6 | 37·4 | 81·7 | 52·0 | 52·4 | 48·4 |
| 22—Ottawa | 73·2 | 70·2 | 47·4 | 48·7 | 35·8 | 81·8 | 56·7 | 52·0 | 57·8 |
| 23—Sault Ste. Marie | 69·8 | 69·7 | [a] 48·8 | 52·9 | 46·9 | 78·9 | 61·5 | 52·0 | 57·0 |
| 24—Sudbury | 68·8 | 67·8 | [a] 49·2 | 48·6 | 39·3 | 75·3 | [d] 63·0 | 49·9 | 50·5 |
| 25—Toronto | 76·2 | 72·5 | [a] 52·1 | 48·8 | 39·1 | 84·5 | 54·6 | 52·3 | 48·6 |
| 26—Windsor | 73·0 | 68·4 | [a] 48·0 | 52·6 | 40·4 | 85·6 | [d] 58·8 | 54·0 | 57·6 |
| **Manitoba—** | | | | | | | | | |
| 27—Winnipeg | 74·6 | 67·9 | 50·7 | 48·2 | 42·5 | 76·8 | [d] 59·2 | 50·4 | 52·2 |
| **Saskatchewan—** | | | | | | | | | |
| 28—Regina | 71·0 | 66·1 | [a] 49·6 | 50·1 | 40·8 | 72·0 | [d] 57·8 | 51·9 | 53·7 |
| 29—Saskatoon | 69·7 | 68·7 | [a] 49·5 | 55·4 | 45·9 | 72·3 | [d] 59·3 | 50·4 | 52·0 |
| **Alberta—** | | | | | | | | | |
| 30—Calgary | 70·5 | 65·2 | 54·9 | 52·5 | 39·5 | 72·5 | [d] 61·6 | 49·2 | 52·8 |
| 31—Edmonton | 68·8 | 65·2 | [a] 43·0 | 49·6 | 37·8 | 68·8 | 52·8 | 50·4 | 45·2 |
| **British Columbia—** | | | | | | | | | |
| 32—Prince Rupert | 83·2 | 73·8 | [a] 51·0 | 49·8 | 42·7 | 78·8 | 68·0 | 52·1 | 62·6 |
| 33—Trail | 77·0 | 69·0 | 55·0 | 56·0 | ..... | 76·0 | 64·0 | 49·5 | 63·0 |
| 34—Vancouver | 86·2 | 74·4 | 55·9 | 54·3 | 45·3 | 84·2 | [d] 65·8 | 53·1 | 56·8 |
| 35—Victoria | 88·6 | 78·8 | 57·4 | 57·3 | 51·5 | 81·3 | 60·7 | 51·4 | 53·7 |

## FOODS AND COAL BY CITIES, JUNE 1954

Bureau of Statistics

| Locality | Lamb, leg roast, per lb. | Flour, white, all-purpose, per lb. | Bread, plain, white, wrapped, sliced, per lb. | Corn Flakes, per 8 oz. pkg. | Sugar, granulated, per lb. | Jam, strawberry, with pectin, per 32 oz. jar | Eggs, fresh, Grade "A" large, carton, per doz. | Milk, fresh, per quart | Butter, creamery, first grade, per 1 lb. print |
|---|---|---|---|---|---|---|---|---|---|
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | |
| 1—St. John's | ..... | 8·5 | 12·7 | 20·4 | 10·9 | 57·2 | 72·5 | h 32·0 | 75·2 |
| **P.E.I.—** | | | | | | | | | |
| 2—Charlottetown | ..... | 8·9 | 14·4 | 19·5 | 10·1 | 52·0 | g 49·0 | f 17·0 | 65·1 |
| **Nova Scotia—** | | | | | | | | | |
| 3—Halifax | 68·6 | 8·7 | 12·8 | 18·5 | 9·1 | 49·8 | g 55·1 | 20·5 | 64·5 |
| 4—Sydney | 70·1 | 9·0 | 14·0 | 19·4 | 10·1 | 50·4 | g 57·5 | 22·0 | 66·4 |
| **New Brunswick—** | | | | | | | | | |
| 5—Moncton | ..... | 8·8 | 15·6 | 18·6 | 9·4 | 51·6 | g 53·8 | 20·0 | 64·4 |
| 6—Saint John | 69·3 | 8·5 | 13·3 | 18·9 | 9·3 | 48·9 | g 57·7 | 21·0 | 66·0 |
| **Quebec—** | | | | | | | | | |
| 7—Chicoutimi | ..... | 8·4 | 16·0 | 19·4 | 9·7 | 55·0 | 62·2 | 20·0 | 60·0 |
| 8—Hull | 74·3 | 7·8 | 12·7 | 17·5 | 9·6 | 46·0 | g 54·2 | 22·0 | 59·8 |
| 9—Montreal | 80·3 | 8·0 | 12·7 | 17·5 | 8·8 | 50·0 | 55·8 | 20·0 | 60·6 |
| 10—Quebec | 81·6 | 7·9 | 12·5 | 17·9 | 9·1 | 51·9 | 55·4 | 20·0 | 61·0 |
| 11—Sherbrooke | 79·2 | 7·8 | 13·1 | 17·9 | 8·8 | 49·7 | g 54·8 | 20·0 | 60·0 |
| 12—Sorel | ..... | 7·8 | 12·7 | 18·0 | 8·9 | 47·2 | g 50·7 | 19·0 | 59·3 |
| 13—Three Rivers | 73·3 | 8·0 | 12·7 | 17·4 | 9·4 | 50·3 | 52·0 | 19·0 | 58·9 |
| **Ontario—** | | | | | | | | | |
| 14—Brantford | ..... | 8·1 | 12·7 | 17·6 | 9·4 | 45·1 | g 52·2 | 21·0 | 60·8 |
| 15—Cornwall | ..... | 7·7 | 12·7 | 18·1 | 9·3 | 46·8 | g 53·3 | 20·0 | 60·9 |
| 16—Fort William | ..... | 8·0 | 14·0 | 19·0 | 9·9 | 53·2 | g 53·2 | 23·0 | 61·9 |
| 17—Hamilton | ..... | 8·2 | 12·7 | 17·7 | 9·7 | 45·7 | g 55·6 | 22·0 | 62·8 |
| 18—Kirkland Lake | ..... | 8·2 | 12·0 | 18·9 | 10·0 | 51·8 | 56·6 | 25·0 | 62·6 |
| 19—London | 85·5 | 8·0 | 12·7 | 17·4 | 9·6 | 46·2 | g 49·8 | 21·0 | 63·2 |
| 20—North Bay | ..... | 8·3 | 13·0 | 19·1 | 10·4 | 47·8 | g 56·0 | 22·0 | 63·7 |
| 21—Oshawa | ..... | 7·8 | 12·7 | 17·4 | 9·3 | 46·0 | g 51·7 | 21·0 | 61·6 |
| 22—Ottawa | 71·5 | 8·1 | 12·7 | 17·4 | 9·3 | 48·1 | 55·9 | 21·6 | 61·4 |
| 23—Sault Ste. Marie | ..... | 8·4 | 13·3 | 19·2 | 10·4 | 49·7 | 56·1 | 23·0 | 63·0 |
| 24—Sudbury | ..... | 8·2 | 13·3 | 18·3 | 10·2 | 48·6 | 54·6 | 23·0 | 62·6 |
| 25—Toronto | 102·5 | 7·9 | 12·7 | 17·4 | 9·0 | 44·2 | g 53·0 | 22·0 | 62·4 |
| 26—Windsor | 82·7 | 8·3 | 12·7 | 17·8 | 9·8 | 48·7 | 53·4 | 22·0 | 62·6 |
| **Manitoba—** | | | | | | | | | |
| 27—Winnipeg | 82·1 | 7·5 | 15·0 | 17·7 | 10·9 | t 70·7 | g 49·6 | 21·0 | 59·6 |
| **Saskatchewan—** | | | | | | | | | |
| 28—Regina | 74·0 | 7·9 | 14·4 | 18·5 | 11·4 | t 67·6 | 46·9 | 19·0 | 60·4 |
| 29—Saskatoon | ..... | 7·8 | 13·6 | 17·6 | 13·0 | t 64·5 | g 45·9 | 20·5 | 61·0 |
| **Alberta—** | | | | | | | | | |
| 30—Calgary | 84·5 | 7·6 | 14·4 | 18·1 | 11·3 | t 64·7 | g 48·1 | 21·0 | 63·2 |
| 31—Edmonton | 78·7 | 7·8 | 14·4 | 17·9 | 11·1 | t 64·6 | g 47·3 | 20·0 | 65·3 |
| **British Columbia—** | | | | | | | | | |
| 32—Prince Rupert | 91·0 | 8·5 | 14·0 | 18·6 | 10·6 | t 63·1 | 56·4 | 31·0 | 66·9 |
| 33—Trail | 84·5 | 8·2 | 17·0 | 18·4 | 11·1 | t 68·6 | g 57·6 | 23·0 | 66·7 |
| 34—Vancouver | 84·2 | 7·9 | 16·0 | 17·8 | 9·3 | t 58·3 | g 53·3 | 21·4 | 66·1 |
| 35—Victoria | 93·6 | 7·9 | 16·0 | 17·9 | 9·6 | t 59·8 | g 55·9 | 24·0 | 66·8 |

## TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

| Locality | Cheese, plain, processed, per ½ lb. pkg. | Margarine, per 1 lb. pkg. | Lard, pure, per 1 lb. pkg. | Shortening, per 1 lb. pkg. | Salmon, canned, fancy pink, per ½ lb. flat. | Orange juice, unsweetened, per 20 oz. tin | Peaches, choice, halves, per 15 oz. tin | Canned Vegetables | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Tomatoes, choice, 2½'s(28 oz.) per tin | Peas, choice, per 20 oz. tin | Corn, cream, choice, per 20 oz. tin |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | | |
| 1—St. John's | 35·4 | 32·5 | ..... | 34·7 | ..... | 18·9 | 49·0 s | 27·3 | 25·4 | 23·2 |
| **P.E.I.—** | | | | | | | | | | |
| 2—Charlottetown | 36·4 | ..... | 29·4 | 32·0 | 27·7 | 19·7 | 20·8 | 24·5 | 23·3 | 21·4 |
| **Nova Scotia—** | | | | | | | | | | |
| 3—Halifax | 35·4 | 40·2 | 30·2 | 31·2 | 25·2 | 17·9 | 21·9 | 23·1 | 24·0 | 19·7 |
| 4—Sydney | 36·1 | 38·6 | 28·4 | 30·4 | 26·1 | 20·2 | 23·0 | 23·3 | 23·3 | 20·2 |
| **New Brunswick—** | | | | | | | | | | |
| 5—Moncton | 35·7 | 37·8 | 29·8 | 30·7 | 25·4 | 17·0 | 22·2 | 21·8 | 23·4 | 19·1 |
| 6—Saint John | 36·2 | 39·2 | 30·7 | 30·9 | 25·9 | 17·0 | 21·8 | 20·9 | 24·7 | 18·2 |
| **Quebec—** | | | | | | | | | | |
| 7—Chicoutimi | 35·1 | ..... | 29·3 | 34·0 | 26·3 | 18·4 | ..... | 20·2 | 22·6 | 20·0 |
| 8—Hull | 32·3 | ..... | 27·5 | 28·9 | 24·5 | 16·8 | 19·8 | 18·3 | 21·0 | 16·2 |
| 9—Montreal | 33·0 | ..... | 28·3 | 30·1 | 24·8 | 16·9 | 19·8 | 17·4 | 21·4 | 19·3 |
| 10—Quebec | 34·2 | ..... | 29·0 | 31·0 | 25·1 | 17·3 | 20·2 | 20·1 | 21·1 | 17·9 |
| 11—Sherbrooke | 34·1 | ..... | 25·5 | 29·6 | 24·4 | 16·9 | 21·2 | 17·8 | 20·5 | 19·4 |
| 12—Sorel | 33·1 | ..... | 27·9 | 29·5 | 25·2 | 17·1 | 21·2 | 18·3 | 19·2 | 16·5 |
| 13—Three Rivers | 33·5 | ..... | 25·2 | 29·8 | 25·2 | 17·6 | ..... | 18·7 | 20·5 | 19·7 |
| **Ontario—** | | | | | | | | | | |
| 14—Brantford | 32·8 | 39·3 | 28·3 | 29·5 | 24·8 | 18·0 | 20·5 | 21·5 | 21·2 | 17·9 |
| 15—Cornwall | 33·6 | 37·7 | 28·8 | 29·7 | 24·8 | 17·0 | 20·6 | 18·4 | 19·8 | 17·4 |
| 16—Fort William | 35·2 | 38·7 | 29·1 | 30·6 | 24·2 | 18·6 | 20·8 | 22·0 | 23·0 | 18·2 |
| 17—Hamilton | 32·9 | 39·3 | 28·1 | 30·9 | 24·8 | 18·0 | 21·0 | 21·0 | 21·3 | 16·2 |
| 18—Kirkland Lake | 32·2 | 37·4 | 30·0 | 30·6 | 25·8 | 18·8 | 21·7 | 20·7 | 23·1 | 18·3 |
| 19—London | 32·2 | 38·8 | 29·6 | 29·8 | 24·5 | 18·0 | 20·3 | 21·6 | 20·8 | 17·5 |
| 20—North Bay | 34·0 | 39·0 | 30·2 | 30·3 | 28·2 | 18·8 | ..... | 20·2 | 22·5 | 17·6 |
| 21—Oshawa | 32·8 | 40·3 | 29·1 | 29·0 | 23·8 | 16·8 | ..... | 20·8 | 20·4 | 16·6 |
| 22—Ottawa | 33·3 | 39·3 | 28·9 | 30·2 | 24·2 | 17·3 | 21·1 | 18·5 | 22·4 | 17·3 |
| 23—Sault Ste. Marie | 34·4 | 39·7 | 30·1 | 31·2 | 25·6 | 17·6 | ..... | 20·4 | 22·4 | 17·7 |
| 24—Sudbury | 33·5 | 37·2 | 27·8 | 29·2 | 24·8 | 17·0 | ..... | 20·1 | 23·0 | 15·3 |
| 25—Toronto | 32·6 | 39·4 | 28·8 | 29·8 | 23·3 | 16·4 | 20·3 | 20·0 | 21·0 m | 17·0 m |
| 26—Windsor | 32·9 | 39·7 | 29·0 | 30·4 | 24·4 | 18·2 | 21·0 | 19·4 | 16·8 | 15·8 |
| **Manitoba—** | | | | | | | | | m | |
| 27—Winnipeg | 35·1 | 40·8 | 26·5 | 29·5 | 24·2 | 16·8 | 21·9 | 22·1 | 17·5 | 17·9 |
| **Saskatchewan—** | | | | | | | | | | |
| 28—Regina | 35·8 | 41·0 | 26·6 | 32·0 | 25·1 | 18·5 | 22·6 | 23·7 | 23·8 | 19·1 |
| 29—Saskatoon | 35·0 | 39·2 | 25·4 | 31·1 | 24·7 | 19·4 | 22·4 | 21·9 | 22·8 | 19·8 |
| **Alberta—** | | | | | | | | | | |
| 30—Calgary | 33·3 | 39·7 | 24·8 | 31·6 | 24·1 | 18·0 | 20·6 | 25·4 | 20·2 | 20·4 |
| 31—Edmonton | 34·5 | 41·9 | 25·0 | 32·8 | 24·6 | 18·4 | 21·8 | 24·9 | 23·1 | 21·2 |
| **British Columbia—** | | | | | | | | | m | m |
| 32—Prince Rupert | 37·6 | 39·9 | 28·1 | 33·2 | 25·0 | 22·3 | 24·1 | 28·7 | 18·3 m | 16·9 m |
| 33—Trail | 36·4 | 40·1 | 27·0 | 33·8 | ..... | 20·5 | 22·7 | 28·1 | 21·0 m | 19·2 m |
| 34—Vancouver | 34·7 | 39·7 | 28·8 | 30·1 | 23·7 | 17·5 | 21·4 | 26·0 | 14·9 m | 15·1 m |
| 35—Victoria | 35·1 | 40·0 | 29·2 | 30·4 | 23·0 | 16·7 | 20·6 | 23·7 | 17·7 | 15·5 |

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone in. (d) Including butts. (e) Local. (f) Imported. (g) Mixed-carton and loose. (h) Evaporated

| Locality | Oranges, California, 288's, per doz. | Bananas, yellow, per lb. | Potatoes, Canadian, No. 1, per 10 lbs. | Onions, No. 1 cooking, per lb. | Prunes, medium size, per lb. pkg. | Raisins, seedless, Australian, per lb. | Tea, black, medium quality, per ¼ lb. pkg. | Coffee, medium quality, in bags, per lb. | Coal | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | Anthracite, per ton | Bituminous, per ton |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | $ | $ |
| **Newfoundland—** | | | | | | | | | | |
| 1—St. John's | 48·0 | 30·5 | 35·2 | 10·8 | 34·5 | k 26·0 | w 64·2 | v 1·413 | ..... | 22.87 |
| **P.E.I.—** | | | | | | | | | | |
| 2—Charlottetown | 42·6 | 23·0 | 21·5 | 10·0 | 29·0 | n 27·1 | 51·6 | v 1·413 | ..... | 17.50 |
| **Nova Scotia—** | | | | | | | | | | |
| 3—Halifax | 42·0 | 22·0 | 30·8 | 9·1 | 29·0 | 23·8 | 51·6 | 1·486 | ..... | 19.50 |
| 4—Sydney | 43·5 | 25·2 | 25·9 | 9·0 | 29·9 | n 26·5 | 52·4 | v 1·433 | ..... | 13.60 |
| **New Brunswick—** | | | | | | | | | | |
| 5—Moncton | 47·1 | 22·5 | 19·6 | 8·5 | 29·0 | n 25·3 | 50·7 | 1·432 | ..... | 18.77 |
| 6—Saint John | 44·1 | 22·7 | 21·6 | 9·9 | 30·4 | n 27·3 | 53·7 | v 1·503 | ..... | 19.69 |
| **Quebec—** | | | | | | | | | | |
| 7—Chicoutimi | 43·2 | 20·0 | 25·7 | 10·7 | ..... | n 27·8 | 59·0 | v 1·404 | 28.00 | ..... |
| 8—Hull | 38·4 | 20·4 | 25·1 | 9·8 | 28·2 | n 24·8 | 54·6 | 1·436 | 26.50 | ..... |
| 9—Montreal | 42·6 | 19·8 | 22·4 | 9·1 | 29·8 | n 24·7 | 51·1 | 1·424 | 25.64 | ..... |
| 10—Quebec | 41·1 | 19·4 | 20·8 | 9·4 | 29·7 | n 25·9 | 53·8 | 1·436 | 27.50 | ..... |
| 11—Sherbrooke | 40·2 | 18·6 | 22·9 | 9·3 | 29·8 | n 24·8 | 54·3 | 1·437 | 26.00 | ..... |
| 12—Sorel | 42·0 | 19·3 | 25·5 | 9·8 | 29·9 | n 23·9 | 54·4 | 1·399 | 26.00 | ..... |
| 13—Three Rivers | 41·1 | 19·2 | 20·5 | 9·5 | 28·3 | n 24·9 | 55·1 | v 1·387 | 25.50 | ..... |
| **Ontario—** | | | | | | | | | | |
| 14—Brantford | 40·5 | 19·2 | 29·4 | 8·2 | 30·8 | 23·2 | 53·1 | 1·387 | 25.20 | ..... |
| 15—Cornwall | 40·8 | 22·3 | 24·2 | 9·4 | 30·0 | n 24·3 | 54·6 | 1·409 | 27.50 | ..... |
| 16—Fort William | 43·8 | 20·4 | 38·6 | 7·5 | 27·8 | n 25·7 | 52·5 | 1·387 | 26.08 | ..... |
| 17—Hamilton | 40·8 | 20·6 | 29·1 | 8·5 | 30·0 | n 23·0 | 51·8 | 1·416 | 24.56 | ..... |
| 18—Kirkland Lake | 45·0 | 21·2 | 33·4 | 9·2 | 32·2 | 25·1 | 56·4 | 1·410 | 31.75 | ..... |
| 19—London | 41·4 | 20·0 | 29·9 | 8·9 | 29·2 | 22·4 | 52·3 | 1·391 | 25.00 | ..... |
| 20—North Bay | 39·6 | 21·8 | 30·2 | 8·7 | ..... | n 23·4 | 54·0 | 1·472 | 27.25 | ..... |
| 21—Oshawa | 40·2 | 20·2 | 28·3 | 8·4 | 27·0 | n 22·7 | 56·0 | 1·343 | 25.60 | ..... |
| 22—Ottawa | 39·3 | 20·0 | 26·3 | 9·0 | 29·2 | n 25·2 | 52·4 | 1·396 | 26.50 | ..... |
| 23—Sault Ste. Marie | 43·2 | 20·4 | 33·5 | 10·0 | 30·3 | n 24·4 | 55·8 | 1·375 | 26.00 | ..... |
| 24—Sudbury | 42·3 | 20·0 | 28·8 | 9·6 | 28·4 | r 25·0 | 51·8 | 1·350 | 26.65 | ..... |
| 25—Toronto | 37·2 | 20·9 | 30·1 | 7·9 | 29·1 | n 24·4 | 50·9 | 1·368 | 23.56 | ..... |
| 26—Windsor | 39·9 | 20·0 | 30·1 | 8·1 | 32·0 | n 24·5 | 52·8 | 1·398 | 26.00 | ..... |
| **Manitoba—** | | | | | | | | | | |
| 27—Winnipeg | 42·9 | 22·3 | 35·9 | 6·2 | 29·6 | n 27·1 | 51·2 | 1·389 | ..... | 21.15 |
| **Saskatchewan—** | | | | | | | | | | |
| 28—Regina | 43·5 | 23·5 | 43·9 | 8·7 | 30·2 | 26·5 | 52·5 | 1·405 | ..... | 18.50 |
| 29—Saskatoon | 47·7 | 23·8 | 52·1 | 11·1 | 31·7 | 26·3 | 49·8 | 1·399 | ..... | 17.98 |
| **Alberta—** | | | | | | | | | | |
| 30—Calgary | 45·6 | 23·5 | 50·8 | 9·6 | 29·6 | n 24·7 | 51·2 | 1·350 | ..... | ..... |
| 31—Edmonton | 48·0 | 23·1 | 48·1 | 10·2 | 32·0 | n 25·6 | 51·0 | 1·391 | ..... | 8.58 |
| **British Columbia—** | | | | | | | | | | |
| 32—Prince Rupert | 44·7 | 24·9 | 51·0 | 9·7 | 29·1 | n 26·1 | 52·4 | 1·374 | ..... | 22.90 |
| 33—Trail | 39·3 | 24·3 | 50·9 | 9·7 | 29·3 | n 26·4 | 51·5 | 1·403 | ..... | 19.75 |
| 34—Vancouver | 37·5 | 20·0 | 62·8 | 7·9 | 26·0 | n 23·5 | 49·8 | 1·365 | ..... | 20.24 |
| 35—Victoria | 37·5 | 20·3 | 53·7 | 8·6 | 29·1 | n 23·7 | 48·8 | 1·397 | ..... | 21.44 |

milk, 17·0 c. per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed-Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

## TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

| Country | Canada | United States | Mexico | United Kingdom | Ireland | France | Italy | Sweden | Switzerland | Egypt | South Africa | Australia | New Zealand |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Description of Index: | Consumer Price Index, Dominion Bureau of Statistics | Consumer Price Index, Bureau of Labour Statistics | Cost of Living | Index of Retail Prices, Ministry of Labour | Consumer Price Index | Retail Price Index, Statistique Generale | Cost of Living | Consumption Price Index | Cost of Living, Federal Labour Department | Cost of Living | Cost of Living, Census and Statistics Office | Cost of Living, Commonwealth Statistician | Retail Price Index, Government Statistician |
| Localities | | | Mexico City | | | Paris | | | | Cairo | 9 Towns | 6 Capital Cities | 21 Towns |
| Base Period | 1949 | 1947–49 | 1939 | January 1952 | August 1947 | 1949 | 1938 | 1935 | August, 1939 | June-Aug. 1939 | 1938 | 1936–39 =1000 | 1st quarter 1949= 1000 |
| | (a) | (b) | | (b) | | | | | (c) | | | (d) | (d) |
| 1933 | 58·8 | 55·3 | ..... | (i) 140 | (h) 151 | ..... | ..... | ..... | (e) 131 | 99 | 93·2 | ..... | 600 |
| 1939 | 63·2 | 59·4 | 100·0 | (i) 158 | (h) 178 | (m)108 | ..... | 107·5 | (e) 138 | (k) 103 | 99·9 | 1029 | 748 |
| 1940 | 65·7 | 59·9 | 100·7 | (i) 184 | (h) 205 | (m)129 | ..... | 122·5 | (e) 151 | 113 | 103·4 | 1051 | 782 |
| 1941 | 69·6 | 62·9 | 104·4 | (i) 199 | (h) 226 | (m)150 | ..... | 141·7 | (e) 174 | 138 | 108·2 | 1111 | 810 |
| 1944 | 74·6 | 75·2 | 199·1 | (i) 201 | (h) 295 | (m)285 | ..... | 158·2 | (e) 207 | 279 | 128·8 | 1270 | 872 |
| 1945 | 75·0 | 76·9 | 213·5 | (i) 203 | (h) 295 | (m)393 | ..... | 157·5 | (e) 209 | 293 | 132·2 | 1270 | 884 |
| 1946 | 77·5 | 83·4 | 266·7 | (i) 203 | (h) 291 | (m)645 | ..... | 160·3 | (e) 208 | 287 | 134·1 | 1278 | 891 |
| 1947 | 84·8 | 95·5 | 300·3 | (i) 203 | ..... | (m)1030 | 4575 | 162·1 | (e) 217 | 279 | 139·7 | 1309 | 919 |
| 1948 | 97·0 | 102·8 | 318·9 | (j) 108 | (l) 99 | (m)1632 | 4847 | 172·4 | (e) 224 | 281 | 147·8 | 1392 | 992 |
| 1949 | 100·0 | 101·8 | 336·0 | (j) 111 | (l) 100 | (m)1818 | 4915 | 175·9 | (e) 222 | 278 | 153·2 | 1528 | 1009 |
| 1950 | 102·9 | 102·8 | 356·2 | (j) 114 | (l) 101 | (m) 1945 | 4849 | 177·7 | 159·1 | 293 | 159·3 | 1669 | 1066 |
| 1951 | 113·7 | 111·0 | 401·0 | (j) 124 | (l) 109 | 130·1 | 5320 | 207·5 | 166·7 | 319 | 171·0 | 1906 | 1183 |
| 1952 | 116·5 | 113·5 | 455·7 | 102·6 | (l) 118 | 145·4 | 5546 | 223·0 | 171·0 | 317 | 185·9 | 2337 | 1275 |
| 1953 | 115·5 | 114·4 | 451·2 | 105·8 | (l) 125 | 143·7 | 5654 | 224·1 | 169·8 | (n) 296 0 | 192·4 | 2550 | 1333 |
| 1953 March | 114·8 | 113·6 | 449·9 | 105·4 | ..... | 145·2 | 5613 | 224·4 | 169·3 | 299·2 | 189·4 | 2558 | 1307 |
| April | 114·6 | 113·7 | 449·1 | 106·4 | ..... | 144·7 | 5668 | 224·2 | 168·8 | 299·0 | 189·9 | ..... | ..... |
| May | 114·4 | 114·0 | 448·6 | 106·0 | (l) 126 | 145·5 | 5702 | 224·4 | 169·5 | 295·4 | 190·7 | ..... | ..... |
| June | 114·9 | 114·5 | 449·4 | 106·6 | ..... | 145·4 | 5718 | 224·1 | 169·7 | 293·2 | 193·6 | 2586 | 1322 |
| July | 115·4 | 114·7 | 447·5 | 106·6 | ..... | 143·7 | 5633 | 223·3 | 169·5 | 296·2 | 192·7 | ..... | ..... |
| August | 115·7 | 115·0 | 450·6 | 105·9 | 100 | 143·1 | 5617 | 224·0 | 169·7 | 294·8 | 195·8 | ..... | ..... |
| September | 116·2 | 115·2 | 452·8 | 105·7 | ..... | 141·0 | 5642 | 224·0 | 170·2 | 295·3 | 196·5 | 2618 | 1337 |
| October | 116·7 | 115·4 | 452·1 | 105·7 | ..... | 141·0 | 5664 | 224·2 | 170·4 | 296·7 | 196·0 | ..... | ..... |
| November | 116·2 | 115·0 | 448·2 | 106·0 | 100.1 | 141·3 | 5691 | 224·1 | 170·4 | (o) | 193·6 | ..... | ..... |
| December | 115·8 | 114·9 | 445·0 | 105·6 | ..... | 142·1 | 5678 | 223·9 | 170·1 | 293·5 | 191·9 | 2624 | 1366 |
| 1954 January | 115·7 | 115·2 | 446·5 | 105·8 | ..... | 143·2 | 5686 | 224·4 | 169·8 | 291·5 | 192·9 | ..... | ..... |
| February | 115·7 | 115·0 | 445·4 | 105·6 | 99·4 | 144·1 | (p) 5710 | 224·6 | 169·5 | 286·8 | 193·0 | ..... | ..... |
| March | 115·5 | 114·8 | 446·6 | 106·6 | ..... | 143·6 | 5693 | 225·6 | 169·4 | 288·1 | 194·0 | ..... | 1377 |
| April | 115·6 | 114·6 | 449·0 | 107·0 | ..... | 142·4 | ..... | ..... | 168·8 | 286·1 | 194·9 | ..... | ..... |
| May | 115·5 | 115·0 | ..... | ..... | ..... | 144·2 | ..... | ..... | ..... | ..... | 194·7 | ..... | ..... |
| June | 116·1 | ..... | ..... | ..... | ..... | 143·8 | ..... | ..... | ..... | ..... | ..... | ..... | ..... |

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 are on base July, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June-December. (l) Annual averages 1948-53 and monthly index May 1953 on base August 1947=100. (m) Annual averages 1939-1950 are on base 1938=100. (n) 1953 average is for eleven months. (o) Not available. (p) Revised.

## TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935–1939 = 100)

SOURCE: Dominion Bureau of Statistics

| — | 1913 | 1918 | 1929 | 1933 | 1939 | 1952 | 1953 | May 1953 | April 1954 | May 1954 |
|---|---|---|---|---|---|---|---|---|---|---|
| All Commodities Classified According to Chief Component Material | 83·4 | 166·0 | 124·6 | 87·4 | 99·2 | 226·0 | 220·7 | 220·0 | 217·9 | 218·2 |
| I. Vegetable Products | 79·8 | 175·6 | 125·7 | 81·4 | 89·1 | 210·3 | 199·0 | 197·4 | 196·0 | 196·5 |
| II. Animals and Their Products | 94·4 | 169·3 | 145·2 | 79·1 | 100·6 | 248·2 | 241·7 | 239·3 | 240·9 | 244·5 |
| III. Fibres, Textiles and Textile Products | 81·6 | 220·4 | 128·1 | 97·8 | 98·9 | 251·5 | 239·0 | 239·6 | 233·3 | 233·7 |
| IV. Wood, Wood Products and Paper | 88·7 | 123·7 | 130·3 | 87·2 | 107·5 | 291·0 | 288·6 | 290·3 | 285·7 | 286·2 |
| V. Iron and Its Products | 72·3 | 164·5 | 98·2 | 89·5 | 104·8 | 219·0 | 221·4 | 221·2 | 214·2 | 211·7 |
| *VI. Non-Ferrous Metals and Their Products | 133·9 | 193·0 | 134·9 | 87·5 | 100·0 | 172·9 | 168·6 | 168·1 | 167·6 | 168·0 |
| VII. Non-Metallic Minerals and Their Products | 66·7 | 96·6 | 109·0 | 99·1 | 99·7 | 173·9 | 176·9 | 174·8 | 178·3 | 176·7 |
| VIII. Chemicals and Allied Products | 79·8 | 149·5 | 120·2 | 102·4 | 100·3 | 180·1 | 175·7 | 176·2 | 176·0 | 175·9 |
| Classified According to Degree of Manufacture | | | | | | | | | | |
| I. All Raw (or partly manufactured) | 85·1 | 154·4 | 126·1 | 79·3 | 94·9 | 218·7 | 207·0 | 206·4 | 205·7 | 207·5 |
| II. All Manufactured (fully or chiefly) | 86·2 | 169·8 | 123·7 | 93·3 | 101·9 | 230·7 | 228·8 | 228·2 | 225·1 | 224·5 |
| Non-Residential Building Materials (1949 = 100) | ..... | ..... | ..... | ..... | 60·3 | 123·2 | 124·4 | 124·7 | 122·6 | 121·1 |
| Residential Building Materials | ..... | ..... | 112·4 | 89·0 | 102·3 | 284·8 | 282·6 | 284·3 | 276·1 | 275·9 |
| Canadian Farm Products Total | ..... | ..... | 140·8 | 69·3 | 92·6 | 250·2 | 219·5 | 224·2 | 205·5 | 209·6 |
| Field | ..... | ..... | 137·2 | 69·3 | 83·7 | 223·0 | 175·1 | 185·2 | 150·6 | 151·2 |
| Animal | ..... | ..... | 144·4 | 69·2 | 101·5 | 277·5 | 263·8 | 263·2 | 260·4 | 268·0 |

* Gold is included from 1935 to date.
The indexes for 1953 and 1954 are subject to revision.

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE, 1953-1954†

| Date | Number of Strikes and Lockouts | | Number of Workers Involved | | Time Loss | |
|---|---|---|---|---|---|---|
| | Commencing During Month | In Existence | Commencing During Month | In Existence | In Man-Working Days | Per Cent of Estimated Working Time |
| 1954* | | | | | | |
| January | 24‡ | 24 | 10,619‡ | 10,619 | 156,969 | 0·19 |
| February | 7 | 17 | 749 | 4,631 | 52,270 | 0·06 |
| March | 12 | 18 | 1,107 | 1,722 | 13,945 | 0·02 |
| April | 24 | 33 | 1,657 | 2,268 | 24,661 | 0·03 |
| May | 7 | 20 | 2,032 | 3,341 | 31,040 | 0·04 |
| June | 20 | 31 | 9,086 | 10,157 | 86,085 | 0·10 |
| Cumulative totals | 94 | | 25,250 | | 364,970 | 0·07 |
| 1953 | | | | | | |
| January | 14‡ | 14 | 2,136‡ | 2,136 | 31,050 | 0·04 |
| February | 11 | 19 | 2,448 | 3,757 | 23,777 | 0·03 |
| March | 12 | 20 | 4,479 | 5,405 | 32,998 | 0·04 |
| April | 15 | 22 | 2,854 | 3,626 | 29,180 | 0·03 |
| May | 17 | 30 | 2,740 | 4,752 | 36,097 | 0·04 |
| June | 16 | 31 | 4,809 | 6,452 | 57,300 | 0·07 |
| Cumulative totals | 85 | | 19,466 | | 210,402 | 0·04 |

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

†The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE 1954 [1]

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars [2] |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts in Progress Prior to June 1954** | | | | |
| MINING— | | | | |
| Sodium and sulphate miners and mill workers, Ormiston, Sask. | 1 | 45 | 975 | Commenced April 1; for a new agreement providing for increased wages and other changes, following reference to conciliation board; unterminated. |
| MANUFACTURING— | | | | |
| *Textiles, Clothing, etc.*— | | | | |
| Women's clothing factory workers, Montreal, Que. | 1 | 12 | 200 | Commenced February 23; protesting dismissal of three workers; employment conditions no longer affected by the end of June; indefinite. |
| Cotton yarn factory workers, Welland, Ont. | 1 | [3] 17 | 235 | Commenced May 26; protest against operating additional spindles; terminated June 18; negotiations in favour of employer. |
| *Pulp, Paper and Paper Products*— | | | | |
| Paper mill office workers, Merritton, Ont. | 1 | [4] 31 | 90 | Commenced May 10; for a new agreement providing for increased wages retroactive to May 1-53, following reference to conciliation board; terminated June 3; conciliation; compromise. |
| TRANSPORTATION AND PUBLIC UTILITIES— | | | | |
| *Electric Railways and Local Bus Lines*— | | | | |
| Bus drivers, mechanics and railway trainmen, Oshawa, Ont. | 1 | [5] 76 | 1,500 | Commenced May 27; for inclusion of all members of union local, including 18 trainmen, in new agreement under negotiations; terminated June 26; negotiations; in favour of workers. |
| TRADE— | | | | |
| Stationery store clerks, Vancouver, B.C. | 2 | 44 | 950 | Commenced April 13; for new agreements providing for increased wages, closed shop and reduction in apprentice period from four to two years, following reference to conciliation board; terminated June 30; return of workers pending further negotiations; indefinite. |
| SERVICE— | | | | |
| *Business and Personal*— | | | | |
| Hotel employees, Medicine Hat, Alta. | 5 | 91 | 2,100 | Commenced February 23; for a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay, following reference to arbitration board; unterminated. |
| Beverage room employees, Lethbridge, Alta. | 7 | 51 | 1,300 | Commenced April 22; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take home pay, extension of vacation plan and for welfare plan, following reference to conciliation board; unterminated. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE 1954 [1]

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars[2] |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts in Progress Prior to June 1954**—Concluded | | | | |
| Beverage room employees, Calgary, Alta. | 20 | 183 | 4,500 | Commenced April 22; for implementation of award of arbitration board for reduced hours from 44 to 40 per week with same take-home pay, Rand formula for union dues and extension of vacation plan in new agreement under negotiations; unterminated. |
| Beverage room employees, Windsor, Ont. | 1 | 8 | 200 | Commenced April 23; for a union agreement providing for increased wages and reduced hours from 54 to 48 per week, following reference to conciliation board; unterminated. |
| Beverage room employees, Edmonton, Alta. | 23 | 513 | 13,000 | Commenced April 27; for new agreements providing for reduced hours from 44 to 40 per week with same take-home pay and extension of vacation plan, following reference to arbitration board; unterminated. |
| **Strikes and Lockouts Commencing During June 1954** | | | | |
| LOGGING— | | | | |
| Loggers, Copper Canyon, B.C. | 1 | 300 | 600 | Commenced June 14; for settlement of various grievances; terminated June 16; return of workers; in favour of employer. |
| FISHING AND TRAPPING— | | | | |
| Salmon fishermen, gillnetters and seiners, British Columbia. | ..... | 5,620 | 44,900 | Commenced June 20; for increased prices for fish and other changes, following reference to conciliation board; terminated June 27; negotiations; compromise. |
| MINING— | | | | |
| Nickel and copper miners, Copper Cliff, Ont. | 2 | 475 | 950 | Commenced June 3; to attend union meetings; terminated June 4; return of workers; in favour of employers. |
| Base metal miners and mill workers, Riondel, B.C. | 1 | 216 | 2,375 | Commenced June 16; for a new agreement providing for increased wages to rates at neighbouring mine, following reference to conciliation board; unterminated. |
| MANUFACTURING— | | | | |
| *Rubber and Its Products*— | | | | |
| Rubber and plastics factory workers, Welland, Ont. | 1 | 434 | 500 | Commenced June 29; protesting suspension of a worker for damaging equipment; terminated June 29; return of workers pending further negotiations; indefinite. |
| *Textiles, Clothing, etc.*— | | | | |
| Textile factory workers, Cornwall, Ont. | 1 | [6] 100 | 200 | Commenced June 10; protesting dismissal of a worker for quitting work before authorized stopping hour; terminated June 13; return of workers; in favour of employer. |
| *Miscellaneous Wood Products*— | | | | |
| Veneer and plywood factory workers, Ste. Therese, Que. | 1 | 175 | 2,275 | Commenced June 11; for implementation of award of arbitration board for increased wages in new agreement under negotiations; unterminated. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE 1954 [1]

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars[2] |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts Commencing During June 1954**—Continued | | | | |
| Planing and box factory workers, Digby, N.S. | 1 | 190 | 450 | Commenced June 28; for a new agreement providing for reduced hours from 49½ to 44 per week with same take-home pay; unterminated |
| *Metal Products*— | | | | |
| Safe and vault factory workers, Toronto, Ont. | 1 | 200 | 2,900 | Commenced June 10; for implementation of award of conciliation board for reduced hours from 42½ to 40½ per week with same take-home pay and fringe benefits; unterminated. |
| Aluminum plant workers, Arvida, Que. | 1 | 300 | 75 | Commenced June 21; dispute *re* activities of union stewards; terminated June 21; return of workers; in favour of employer. |
| Machinery factory workers, St. Thomas, Ont. | 1 | 60 | 180 | Commenced June 21; for a new agreement providing for increased wages, following reference to conciliation board; terminated June 24; negotiations; compromise. |
| Refrigerator factory workers, London, Ont. | 1 | [7] 460 | 1,380 | Commenced June 28; for a union agreement of one year's duration providing for increased wages and other changes, following reference to conciliation board; unterminated |
| *Shipbuilding*— | | | | |
| Boilermakers, welders, etc., Esquimalt, B.C. | 1 | 99 | 395 | Commenced June 4; protesting suspension of seven welders for refusal to do certain work unless paid "dirty money"; terminated June 10; return of workers; in favour of employer. |
| CONSTRUCTION— | | | | |
| *Buildings and Structures*— | | | | |
| Labourers, Sarnia, Ont. | 1 | 5 | 15 | Commenced June 10; for a union agreement with prevailing rates; terminated June 14; negotiations; in favour of workers. |
| TRANSPORTATION AND PUBLIC UTILITIES— | | | | |
| *Water*— | | | | |
| Stevedores, Toronto, Ont. | 1 | 105 | 250 | Commenced June 11; protesting dismissal of two workers for fighting on the job; terminated June 14; return of workers; in favour of employer. |
| TRADE— | | | | |
| Department store clerks, Weyburn, Sask. | 1 | 34 | 675 | Commenced June 5; protesting dismissal of 14 workers for refusal to work Saturday night during summer months; unterminated. |
| Route salesmen and dairy workers, Prince Albert, Sask. | 1 | 25 | 350 | Commenced June 14; for a union agreement providing for increased wages, union shop and adjustment in seniority; unterminated. |
| Brewery warehouse and retail stores clerks, Sarnia, Ont. | ..... | 22 | 85 | Commenced June 25; protest against loading and unloading non-union trucks; terminated June 29; return of workers pending further negotiations; indefinite. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE 1954 (1)

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars (2) |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts Commencing During June 1954—Concluded** | | | | |
| Ladies wear store clerks, Sudbury, Ont. | 1 | 6 | 10 | Commenced June 29; for a union agreement providing for increased wages and union security; unterminated. |
| SERVICE— | | | | |
| *Public Administration*— | | | | |
| Public works employees, Victoria, B.C. | 1 | 260 | 2,470 | Commenced June 17; for a new agreement providing for increased wages, following reference to conciliation board; terminated June 30; return of workers pending reference to arbitration; indefinite. |

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 73 indirectly affected; (4) 450 indirectly affected; (5) 43 indirectly affected; (6) 200 indirectly affected; (7) 250 indirectly affected.

SEPTEMBER 15, 1954

# CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

## Current Manpower Situation

*ECONOMIC activity approached a seasonal peak in August, with total employment only slightly lower than last year but with unemployment considerably higher. There was evidence, however, of more stability in economic activity than for some months. This improvement was reflected in the continued strength of most non-manufacturing industries and in a reversal of the downward employment trend in some of the non-durable manufacturing industries. There was, however, still no evidence of an upturn in total manufacturing employment.*

The ups and downs of employment in August largely offset each other, so that total employment showed little change during the month. Construction activity appeared to accelerate after slow expansion in earlier months. Hiring for the grain harvest began and food canning plants hired their usual quotas of temporary workers to process such varied crops as tomatoes and salmon. On the other hand, the mining, transportation and service industries passed their period of peak activity, pulpwood cutting had not yet begun, and further lay-offs occurred in durable goods manufacturing. The main features of these developments are pointed out in the manpower surveys beginning on page 1218.

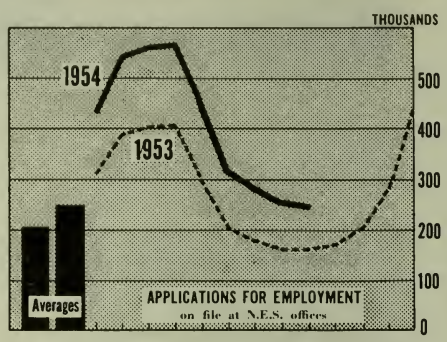
In the week ending August 21, it is estimated that 5,395,000 persons had jobs, an increase of slightly more than 10,000 during the month. However, since this increase was matched by a similar increase in the labour force, the number of persons without jobs and seeking work was estimated to be virtually the same as a month earlier. In the same week, persons registered for work at offices of the National Employment Service numbered 255,000, a decrease of some 9,000 from the previous month.

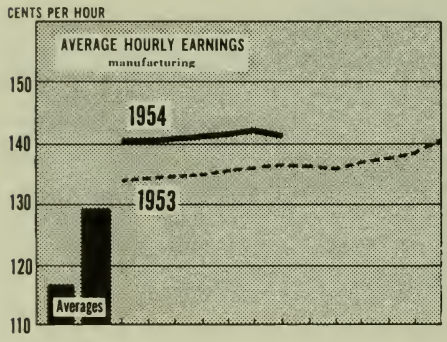
The increase in labour requirements during the month was most marked in Quebec and, to a lesser extent, in the Atlantic region. In

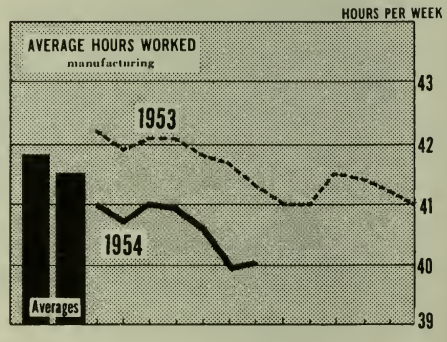
A Monthly *Labour Gazette* Feature

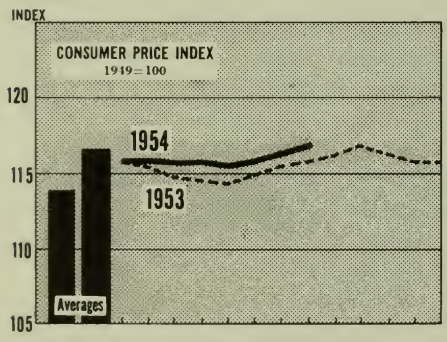
# CURRENT LABOUR TRENDS

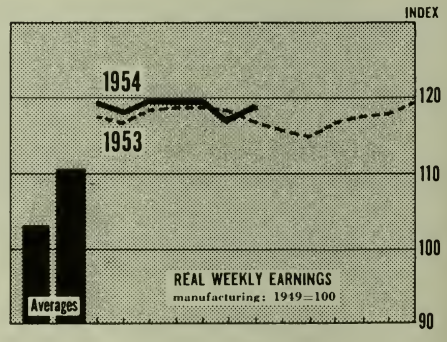


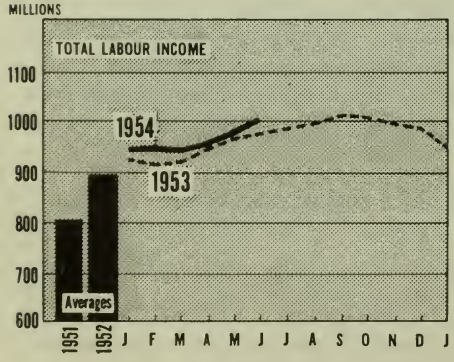



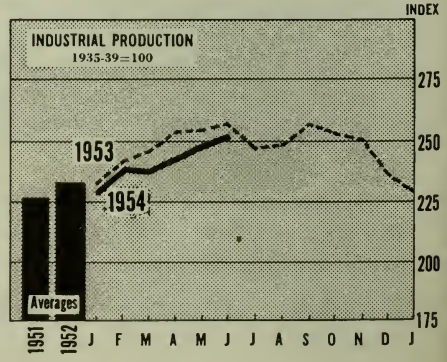



Ontario, persons laid off in the automobile, agricultural implements and related industries equalled in number the additional workers hired for construction, agriculture and food processing. In the Prairie Provinces hiring was temporarily retarded by wet weather, but in British Columbia the heavy run of salmon and increased demand for lumber maintained a stable employment level.

The comparison between employment levels in 1954 and 1953 shows that, in relation to last year, the situation in September was slightly better than in previous months, owing to the fact that activity in agriculture did not decline as early this year as last. As a result, the year-to-year difference in the number of job-holders was reduced, the August total being less than one per cent lower than the figure for August 1953.

Because of the continued growth of the labour force, however, unemployment was still at substantially higher levels. The "without jobs and seeking work" total (174,000) was still double last year's and the number of NES job registrations (255,000) was 90,000 greater. At the first of September, 38 labour market areas were in the moderate labour surplus category and two in the substantial surplus category; these areas together comprised one-third of the country's wage earners. Last year at the same time, the number of areas with surpluses had been reduced to two, accounting for one-tenth of the wage-earner total.

Surpluses of available labour were concentrated to a marked degree in the more highly industrialized centres, reflecting the continued weakness in some manufacturing industries. With adjustment for the usual seasonal variations,[1] the index of employment in manufacturing showed a continuous decline from June, 1953 to July 1954, the latest date for which employment figures are available.

Total industrial employment has shown a greater degree of stability during the summer months, the recent seasonal increase equalling the gains of previous years. Although this is the case for most of the major groups within the industrial composite, employment in construction and manufacturing, until the end of June, failed to show the customary seasonal strength.

In the construction sector, the seasonally adjusted employment index showed a gradual decline of six per cent from the first of March to the end of June; this is in contrast to last year's experience. Unfavourable weather conditions during the spring and summer months accounts in part for the slower pick-up in building activity this year. Reports indicate that an improvement occurred in employment conditions during July and August and it is expected that this higher level will be maintained well into the fall months.

Employment conditions in manufacturing had shown no over-all improvement by July 1. Although there was an absolute gain in employment of one per cent during June; this did not quite match the usual

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[1]Employment in many Canadian industries fluctuates considerably from season to season. Indexes showing average fluctuations for 1947-1951 have been calculated; these indexes are divided into the actual employment indexes in order to eliminate most of the seasonal fluctuations. The result is a monthly seasonally adjusted index that indicates the non-seasonal changes in employment.

seasonal rise for the month and the seasonally adjusted employment index continued the gradual downward trend that began in June of last year. There were no indications of any general improvement during July and August.

Within the manufacturing sector, however, the trends varied from one industry to another. The seasonally adjusted employment indexes indicate that minor gains occurred during June in most of the non-durable goods industries and in some iron and steel industries, while most of the decline was concentrated in the transportation equipment industries. In the primary textile industry employment, seasonally adjusted, increased slightly during May and June after a continuous downward trend that began early in 1953. Similarly, some improvement in employment conditions in the clothing industry was recorded in June. Further strengthening is believed to have occurred in both these industries during July and August. In the iron and steel group, the employment index, seasonally adjusted, showed fractional gains during May and June following a steady decline from early 1953. Marked employment declines during June in the motor vehicles, railroad rolling stock and shipbuilding industries offset gains in other industries. There are indications that the employment levels declined further in these industries during July and August.

* * *

The weakness that developed in the labour market in the past year results, in part, from changes in the patterns of domestic consumption, investment and foreign trade. In the case of consumer expenditures, the movement has been away from the purchase of durable goods to that of perishables and services; in investment, the emphasis has shifted from expenditures on plant and equipment to commercial, institutional and residential construction; and in foreign trade there has been some evidence of greater dependence upon exports of raw and semi-processed materials.

These shifts do not, however, fully explain recent employment developments. Other factors, such as increased foreign competition, the continuing adjustment of inventory position in industry, lower year-to-year defence outlays during the first half of 1954, and the tendency of construction activity, particularly non-residential construction, to lag behind last year's, have contributed to the weakness in the labour market. In addition, the drive for more efficient utilization of manpower has been given impetus by increased competitive pressures during the past year. These influences, together with shifting expenditure patterns have been most strongly felt by the secondary manufacturing industries. The effects have been particularly marked in plants manufacturing durable goods and it is in these industries that employment has declined to the greatest extent.

# Labour-Management Relations

THE agreements reached during the first half of this month covering steelworkers at Hamilton and Sault Ste. Marie, Ont., and mine and smelter workers at Sudbury, Ont., were important results of negotiations that have extended over many months. In several other major sections of industry, including automobile manufacturing, meat packing, and the railways, efforts to reach agreements were continuing. Despite widespread and protracted bargaining, work stoppages have been few. Four important stoppages did, however, occur during the first two weeks of September. These involved agricultural implement workers at Toronto, plumbers and steamfitters at Montreal, electricians at Sarnia, and carpenters and bricklayers at Kingston. The last-mentioned stoppage, which began on September 2, was settled by September 10. The others were still in progress at the time of writing.

## Current Bargaining Developments

**Basic Steel.** An agreement was reached recently between the Steel Company of Canada, Limited, Hamilton, and the United Steelworkers of America (CIO-CCL). The settlement followed bargaining and conciliation procedures that had extended over several months. The new contract provides a wage increase of five cents an hour retroactive to April 1 and improvements in the health and welfare plan. It is estimated that the new plan will cost the company a further two cents per hour for each worker.

Agreement on the same basis was subsequently reached between the Algoma Steel Corporation, Limited, Sault Ste. Marie, and the union. At the time of writing no settlement had been reported covering the other major producer, Dominion Steel and Coal Corporation Limited, in Sydney, N.S.

Extended negotiations with the assistance of conciliation were also necessary before a contract was signed by the International Nickel Co. of Canada, Limited, and the International Union of Mine, Mill and Smelter Workers (indep.) representing approximately 16,000 employees of the company in the Sudbury and Port Colborne areas. The report of a board of conciliation, recommending a wage increase of 2½ cents per hour effective from June 1 to November 30, 1954, a further half-cent effective from December 1, 1954, to May 31, 1955, and other benefits relating to shift premiums, vacations, and the health and welfare plan, was the basis for settlement.

**Automotive Manufacturing.** Negotiations between the Ford Motor Co. of Canada, Limited, at Windsor, Ont., and the United Automobile Workers of America (CIO-CCL), following the rejection of the report of a board of conciliation, have not so far resulted in an agreement. A board of conciliation dealing with differences between the same parties at the company's Oakville plant submitted its report during the last half of August. The decision of the majority of the board, like that dealing with the dispute at Windsor (L.G., Aug., p. 1090), did not favour an increase in wage rates. Some improvement in the health and welfare plan and an increase in holidays were recommended.

**Meat Packing.** A request last month for conciliation to deal with differences between the United Packing House Workers of America (CIO-CCL) and the "Big Three" packing concerns created a problem for which a solution was still being sought at the middle of this month. The union bargains separately with Canada Packers, Limited, Swift Canadian Co., Limited, and Burns & Co., Limited, for their various plants across Canada. The industry is, however, under the jurisdiction of the provinces and unless special arrangements can be made, conciliation boards have to be set up in various provinces to hear the same dispute. An attempt was made to arrange for the establishment of a board of conciliation in Ontario, under the law of that province, to deal with the nation-wide dispute. Such an arrangement could not, however, be reconciled with the legislation in several other provinces.

**Railways.** Chief Justice Gordon Sloan of British Columbia was named arbitrator in the dispute between the Canadian railways and unions representing approximately 145,000 non-operating employees. The decisions of the arbitrator will be binding on the parties. The arbitrator was named by the federal Government after negotiations and conciliation, followed by further bargaining, failed to break a deadlock. Union officers, by a vote of the membership, had been authorized to take strike action if such were considered necessary. The demands of the unions are for substantial gains in fringe benefits.

With respect to certain other employees of the railways, the boards of conciliation dealing with disputes, mainly over wages, between the Canadian National Railways and the Brotherhood of Locomotive Firemen and Enginemen and also between the Railway Association of Canada and the Brotherhood of Maintenance of Way Employees, representing extra gang employees, had not submitted reports at the time of writing.

**Farm Implements.** Bargaining in progress since January between Massey-Harris-Ferguson Limited and the United Automobile Workers (CIO-CCL) resulted in settlements for plants in Woodstock and Brantford, Ont. Workers at the Toronto plant of the company went on strike on September 11. The union had originally requested a wage increase of 10 cents an hour. The locals at Brantford and Woodstock voted to accept the report of a board of conciliation which recommended no wage increase under the terms of an interim agreement that will remain in effect until next June. The Toronto local turned down the proposal.

**Fishing.** The recent signing of an agreement by plant operators and the United Fishermen and Allied Workers' Union (indep.) for fish-cannery workers almost completes bargaining for this season in the British Columbia fishing industry. Agreements were signed earlier covering fishermen and tendermen (L.G., Aug. p. 1091). The new contract for cannery workers expires April 15, 1956. It provides wage increases of from 12 to 18 cents an hour and the reduction of working hours next April 16 from 44 to 40 per week. A contract for more than 500 fresh fish and cold storage workers remains unsettled.

**Construction.** Most of the agreements for 1954 in this industry have been settled but in a few cities bargaining has proved difficult. On September 14, about 4,000 plumbers and steamfitters engaged in construction and repair work in Montreal went on strike. They are represented by the

Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-TLC) and the National Syndicate of the Plumbing Industry (CCCL). Employers rejected a 6-cent-an-hour increase recommended by a conciliation board.

In Sarnia, Ont., more than 100 electricians, represented by the International Brotherhood of Electrical Workers (AFL-TLC), went on strike September 9. The men rejected a recommendation by a board of conciliation for a wage increase of five cents per hour. About 500 construction workers in other trades were idle as a result of their refusal to cross picket lines established by the electricians.

A strike of approximately 350 building tradesmen occurred early in September in Kingston and lasted six days. Unions involved were the United Brotherhood of Carpenters and Joiners of America (AFL-TLC) and the Bricklayers, Masons and Plasterers' International Union of America (AFL-TLC). The strike followed the rejection by the unions of a recommended wage increase of five cents an hour by a board of conciliation. Final settlement provided increases of five cents an hour retroactive to July 1, 1954, five cents at December 1, 1954, and a further five cents at May 1, 1955, under a contract to be in effect for two years.

**Other Conciliation and Bargaining.** For some time, conciliation boards have been considering differences between the Lakehead Terminal Elevators Association, representing elevator companies at Fort William and Port Arthur Ont., and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC); between Polymer Corporation Limited at Sarnia and the United Gas, Coke and Chemical Workers (CIO); and between The Canadian General Electric Company Limited, Toronto and Peterborough, and the United Electrical, Radio and Machine Workers of America (indep.). In none of these had agreements been negotiated, nor had boards submitted reports by the middle of this month.

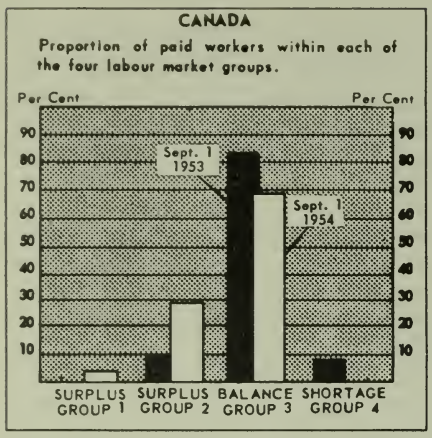
During August it was reported that the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) planned to seek a general wage increase and other gains for workers in many hotels operated by the CPR and CNR. Contracts covering employees in various hotels expire during the next few months. For one hotel, the Chateau Laurier in Ottawa, bargaining has begun and a board of conciliation has been established.

A contract between the Aluminum Company of Canada Limited at Arvida, Que., and the National Metal Trades Federation (CCL) expires in November. The union is reported to be seeking a general wage increase and other benefits for almost 5,000 workers affected by the agreement. Similar gains will be sought for approximately 800 employees of the same company at Shawinigan Falls, Que.

### Work Stoppage Statistics

Preliminary figures for August 1954 show 20 work stoppages in progress during the month. These resulted in a time loss of 48,210 man-days for the 3,959 workers involved. During the previous month the comparable figures were 29 strikes and lockouts, 54,111 man-days, and 6,607 workers. The figures for August 1953 were 22 stoppages, 94,578 man-days and 9,031 workers.

# Manpower Situation in Local Areas




FURTHER expansion of farming, food processing and construction activities was the principal factor affecting local labour requirements during August. In total, 16 of the 109 areas were reclassified as a result of changes in the supplies of workers locally. Thirteen of the reclassifications resulted from a decrease in available labour supplies.

Of the 109 areas in the monthly survey, 68 had a balanced demand-supply situation at the first of September (13 more than a month earlier), and 38 had a moderate labour surplus (13 fewer than the previous month). The number of areas with a substantial labour surplus increased from one to two and those with a labour shortage decreased from two to one.

A year-to-year comparison is shown in the accompanying chart and table and indicates that the employment situation, in relation to last year's, is somewhat better than at the beginning of August. This is largely the result of a belated upturn in the Quebec and Atlantic regions. The increase in labour demand was most marked in construction and was sufficient to bring Montreal, Quebec and St. John's into the balanced category. In other regions, activity was at or near the seasonal high for the year.

There was as yet no indication of an upturn in hiring for manufacturing. Both the areas still classified in the substantial labour surplus category are located in districts dominated by automobile manufacturing. Other heavily industrialized areas accounted for more than half of the 38 areas that were in the moderate labour surplus category at the beginning of September.

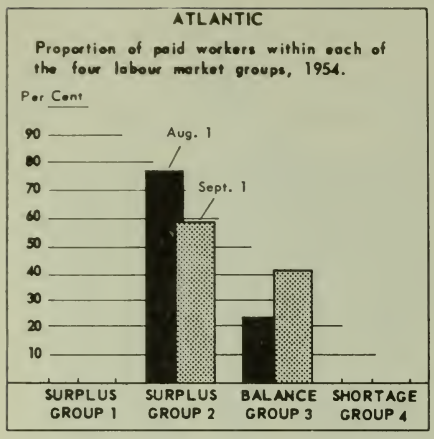
| Labour Market Area | Labour Surplus * | | | | Approximate Balance * | | Labour Shortage * | |
|---|---|---|---|---|---|---|---|---|
| | 1 | | 2 | | 3 | | 4 | |
| | Sept. 1 1954 | Sept. 1 1953 | Sept. 1 1954 | Sept. 1 1953 | Sept. 1 1954 | Sept. 1 1953 | Sept. 1 1954 | Sept. 1 1953 |
| Metropolitan | 1 | – | 2 | 1 | 8 | 9 | – | 1 |
| Major Industrial | 1 | – | 19 | 8 | 7 | 18 | – | 1 |
| Major Agricultural | – | – | 1 | – | 13 | 9 | – | 5 |
| Minor | – | – | 16 | 5 | 40 | 50 | 1 | 2 |
| Total | 2 | – | 38 | 14 | 68 | 86 | 1 | 9 |

*See inside back cover, *Labour Gazette*.

# CLASSIFICATION OF LABOUR MARKET AREAS, September 1, 1954

| | LABOUR SURPLUS | | APPROXIMATE BALANCE | LABOUR SHORTAGE |
|---|---|---|---|---|
| | Group 1 | Group 2 | Group 3 | Group 4 |
| METROPOLITAN AREAS (labour force 75,000 or more) | Windsor | Hamilton<br>Vancouver – New Westminster | Calgary<br>Edmonton<br>→ MONTREAL<br>→ QUEBEC – LEVIS<br>Ottawa – Hull<br>→ ST. JOHN'S<br>Toronto<br>Winnipeg | |
| MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity) | OSHAWA ← | Brantford<br>Corner Brook<br>Cornwall<br>Farnham – Granby<br>Guelph<br>Halifax<br>Joliette<br>Lac St. Jean<br>Moncton<br>New Glasgow<br>Niagara Peninsula<br>Peterborough<br>Rouyn – Val d'Or<br>Sarnia<br>Saint John<br>Shawinigan Falls<br>Sherbrooke<br>Sydney<br>Trois-Rivières | → FORT WILLIAM – PORT ARTHUR<br>Kingston<br>Kitchener<br>London<br>Sudbury<br>Timmins – Kirkland Lake<br>Victoria | |
| MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture) | | Chatham | Barrie<br>Brandon<br>Charlottetown<br>Lethbridge<br>Maase Jaw<br>North Battleford<br>Prince Albert<br>Red Deer<br>REGINA ←<br>→ RIVIERE DU LOUP<br>Saskatoon<br>→ THETFORD – MEGANTIC – ST. GEORGES<br>Yorkton | |
| MINOR AREAS (labour force 10,000 – 25,000) | | Campbellton<br>Central Vancouver Island<br>CHILLIWACK ←<br>Drummondville<br>Fredericton<br>Galt<br>Gaspe<br>Lindsay<br>Montmagny<br>Newcastle<br>Sault Ste. Marie<br>Sorel<br>St. Hyacinthe<br>St. Stephen<br>Valleyfield<br>Victoriaville | → BATHURST<br>→ BEAUHARNOIS<br>Belleville – Trenton<br>Bracebridge<br>Brampton<br>Bridgewater<br>Cranbrook<br>Dauphin<br>Dawson Creek<br>Drumheller<br>Edmundston<br>Goderich<br>Grand Falls<br>Kamloops<br>Kentville<br>→ LACHUTE – STE. THERESE<br>Listowel<br>Medicine Hat<br>North Bay<br>Okanagan Valley<br>→ OWEN SOUND<br>Pembroke<br>Portage la Prairie<br>Prince George<br>Prince Rupert<br>Quebec North Shore<br>→ RIMOUSKI<br>Simcoe<br>→ STE. AGATHE – ST. JEROME<br>St. Jean<br>Stratford<br>St. Thomas<br>→ SUMMERSIDE<br>Trail – Nelson<br>Truro<br>Walkerton<br>Weyburn<br>Woodstock – Ingersoll<br>Woodstock, N.B.<br>Yarmouth | Swift Current |

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.




EMPLOYMENT in the Atlantic region showed a further seasonal increase during August as agriculture, fishing and construction continued to expand. During the four-week period ending August 21, the number of persons at work together with those on vacation increased by 3,000 to a total of 496,000. This figure was about 15,000 lower than the estimate for the same date last year.

Bean harvesting in the state of Maine and the local blueberry crop provided temporary employment for a large number of students during the month but farm labour requirements were lower than usual for the season owing to a prolonged spell of rainy weather, which destroyed part of the hay crop. Grain harvesting began towards the end of August and an average yield was reported, although severe lodging affected the quality of the grain.

Non-agricultural employment showed very little change during the month; seasonal increases in construction and fishing were largely offset by lay-offs in coal mining and some branches of manufacturing. The reduction in coal mining employment, affecting 1,100 employees, resulted from a fire at the Cumberland Railway and Coal Company mines at Springhill, N.S. Fish-packing plants accounted for the largest lay-offs in manufacturing, a total of 1,500 workers being released following a price war which forced plant closures in Shippegan, N.B. Industrial employment, generally, continued to lag behind last year's level during August; the sharpest year-to-year decline was recorded in construction. While each of the four provinces of the region recorded a decline, the most marked change occurred in Newfoundland, principally because of a reduction in the volume of defence construction.

During the month, three areas in the moderate labour surplus category moved into balance. At the beginning of September, of the 21 areas of the region, 10 were in the moderate surplus category and 11 in balance. At September 1, 1953, 17 areas were in balance and four in the moderate labour surplus category.

**Local Area Developments**

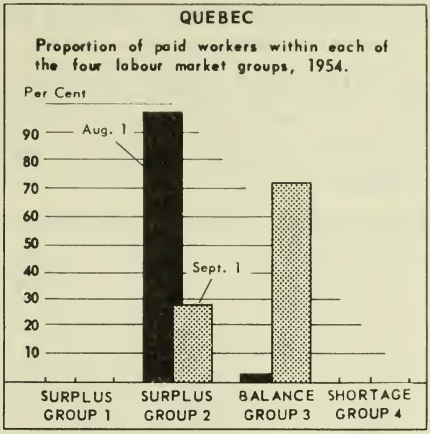
**St. John's** (metropolitan). From Group 2 to Group 3. Increased construction accounted for most of the decrease in the available labour supply. Although defence construction failed to reach the level anticipated earlier in the year, a continuing demand existed during the month.

**Summerside** (minor). Group 2 to Group 3. An upswing in agriculture and fishing reduced unemployment in this area. Factory employment was lower than at the same time last year. Most fish-packing plants in the area were inactive because fish were being trucked to the New Brunswick market in response to a higher price.

**Bathurst** (minor). Group 2 to Group 3. Demand for woods workers increased in the area as fall logging operations began.

## QUEBEC

EMPLOYMENT increased slightly more during August in the Quebec region this year than last. Although inclement weather hindered activities in agriculture, construction and the tourist trade, seasonal expansion progressed as usual in the clothing and food-processing industries and hiring generally was stimulated by requirements for vacation replacements. The number of persons at work at August 21 totalled 1,437,000 and those on vacation 58,000, together 19,000 more than a month earlier. The total figure was 17,000 lower than that reported a year earlier.




Ample labour supplies have been available for building activities in most areas, although residential construction this year has been greater in volume than last year. Other types of construction, however, have decreased and employment in the industry as a whole was five per cent lower this year at July 1 (the latest date for which figures are available). Building has been concentrated to a greater degree in metropolitan areas this year and many construction workers in outlying districts have found it necessary to move to find employment.

The increase in labour demand in August resulted in the reclassification of eight areas. Two metropolitan areas, two major agricultural and four minor areas moved during the month from the moderate surplus category into balance. At September 1, of the 24 areas in the region, 10 were in balance and 14 in the moderate surplus category.

### Local Area Developments

**Montreal** (metropolitan). From Group 2 to Group 3. The usual expansion occurred as activities approached the seasonal high point. Women's clothing firms were confronted with shortages of sewing-machine operators of suitable calibre. Construction activities were progressing with labour supplies adequate.

**Quebec** (metropolitan). From Group 2 to Group 3. Industrial employment at the beginning of July already exceeded the total a year earlier. The greatest strength was in construction, which showed a 19 per cent year-to-year employment increase. Current labour demand centred in the boot and shoe, construction and logging industries.

**Thetford-Megantic-St. Georges** (major agricultural). From Group 2 to Group 3. Labour surpluses declined despite influx of men seeking construction work at the Normandie asbestos mine and the Black Lake

drainage project. The agricultural work force was at its peak harvesting the late hay crop. Rural workers at border points were preparing to leave for U.S. lumber camps.

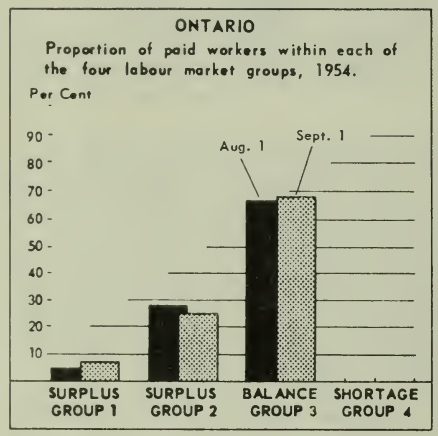
**Rivière du Loup** (major agricultural). From Group 2 to Group 3.

**Beauharnois** (minor). From Group 2 to Group 3. Employment reached its peak in food canneries. Shortages of sewing-machine operators reflected seasonal expansion in clothing firms. Production was slack in iron and steel industries.

**Ste. Agathe-St. Jérôme** (minor). From Group 2 to Group 3. The seasonal peak in tourist trade was lower than last year. Rehiring of industrial workers, particularly women, reduced the labour surpluses in urban centres.

**Lachute-Ste. Thérèse** and **Rimouski** (minor). From Group 2 to Group 3.

## ONTARIO




EMPLOYMENT in the Ontario region changed very little during August. Although the number of persons at work increased by 82,000 during the month to a total of 1,834,000, this increase was almost entirely made up of workers returning to their jobs after vacation closures. The number on vacation at August 21 was 115,000, down 81,000 from the preceding month.

Outdoor activities such as construction and agriculture continued active during the month, the labour supply being generally adequate in all parts of the region. Some local shortages of construction tradesmen developed but these were largely filled from nearby areas. Grain harvesting was completed in most areas and the tobacco harvest, although later than usual, was well under way by the end of the month. Employment in textile and clothing plants increased as production of fall lines began but further lay-offs occurred in the automobile and agricultural implement industries. On a year-to-year basis, employment was slightly higher but the gains were largely in the service and trade industries, with slight increases in construction of highways, bridges and streets. Manufacturing employment, on the other hand, remained well below last year's, nearly all sectors of the industry contributing to the decline. Small year-to-year employment increases occurred in paper products, chemicals and non-metallic mineral products. Food products were at about the same level as a year earlier but employment in all other manufacturing industries was lower than last year.

Only two areas were reclassified during August; Oshawa from the moderate to the substantial surplus category and Owen Sound from

moderate surplus to balance. At the beginning of September, of the 34 areas in the region, 21 were in the balanced category, 11 in the moderate surplus and two in substantial surplus category, compared with two in shortage, 29 in balance and three in moderate surplus a year earlier.

**Local Area Developments**

**Hamilton** (metropolitan). Remained in Group 2. Manufacturing activity remained slow, with further lay-offs in iron and steel, including the agricultural implement industry. Construction was very active but the industry was unable to absorb all the workers laid off in the manufacturing industries.

**Ottawa-Hull** (metropolitan). Remained in Group 3, although the construction boom caused some shortage of finishing carpenters, plasterers, painters, and plumbers.

**Toronto** (metropolitan). Remained in Group 3. The Canadian National Exhibition provided a large volume of temporary jobs during the latter part of August and early September; plenty of applicants were available this year. Short time continued in many of the manufacturing industries, particularly clothing and textiles. Construction continued to expand during the month and shortages of some skilled tradesmen developed.

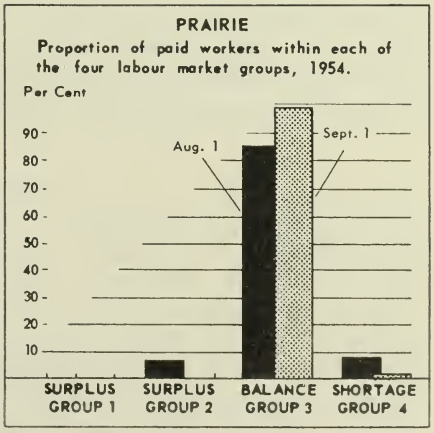
**Windsor** (metropolitan). Remained in Group 1. The situation worsened during the month as more lay-offs occurred in the automobile and feeder plants. Construction in the area was still expanding but there was no difficulty in obtaining sufficient labour.

**Oshawa** (major industrial). From Group 2 to Group 1, following the closure of the automobile plant and many of the feeder plants during August. These are not expected to be back to full production until some time in October.

**Owen Sound** (minor). From Group 2 to Group 3.

## PRAIRIE

LABOUR requirements in most parts of the Prairie region levelled off during August. The effect of heavy rainfall on farming and construction and lower production levels in some manufacturing industries were reflected in the number of persons at work, which declined to 916,000. This figure was 14,000 lower than the preceding month and 15,000 lower than at the same time last year. Rust infestation has substantially reduced the probable crop return so that, although labour requirements will increase as harvesting becomes general, the supply of workers in most areas is expected to be adequate.



Only two areas were reclassified during the month; one from the moderate surplus category into balance and the other from the labour shortage category into balance. As is usual at this time of year, no areas had labour surpluses. Only one area reported a general shortage of labour, compared with seven at the same time last year.

**Local Area Developments**

**Edmonton** (metropolitan). Remained in Group 3. The volume of work started in the city was greater than last year but construction of all types was held up by continual rain. Farming, oil exploration and road construction in the surrounding districts were also affected by bad weather. As a result, the local labour supply, which was inadequate last year, was in balance with demand this year.

**Winnipeg** (metropolitan). Remained in Group 3. Employment changed little during the month and was only slightly lower than last year. Reduced activity continued in the clothing industry, railway shops and foundries. On the other hand, the construction industry showed marked buoyancy.

**Calgary** (metropolitan). Remained in Group 3. Employment was about two per cent higher than last year as a result of continuous growth in the construction, trade and service industries. Construction employment is expected to remain at a high level for the balance of the season.

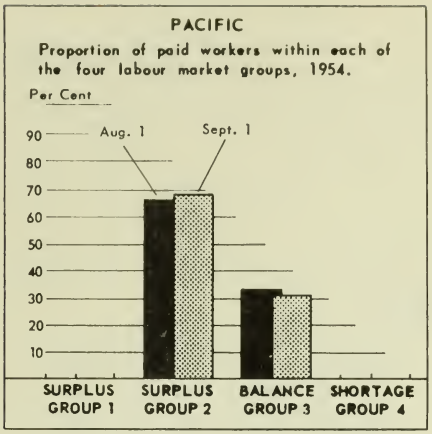
**Fort William-Port Arthur** (major industrial). From Group 2 to Group 3. More than 1,000 workers were rehired for pulpwood cutting during August, bringing total employment in the woods in the area to just over 6,000. Construction also increased, but not to the level attained in 1953. A few workers were recalled by Canadian Car and Foundry Co., Limited, but employment there remained well below last year's peak. Reduced levels of employment continued in shipbuilding and rail and lake transportation.

**Regina** (major agricultural). From Group 4 to Group 3. Although construction activity showed a further increase in this area, the labour shortage situation eased owing to a steady influx of workers. A few civil, electrical and mechanical engineers were required and painters, plumbers, plasterers, salesmen, stenographers and experienced salesclerks were still in heavy demand. On the other hand, available semi-skilled and unskilled workers, particularly farm labourers, increased more quickly during the month than they could be absorbed.

## PACIFIC

EMPLOYMENT in the Pacific region showed little over-all change during August. Although logging and sawmilling continued at peak production in most areas, there were substantial layoffs because of adverse weather conditions and excessive log inventories. Activity in agriculture increased but was limited by unusually wet weather. Manufacturing was somewhat busier than in the preceding month, particularly in the industries supplying the construction industry. Construction employment was fairly stable. A strike in the salmon fishing industry was settled quickly and good catches of salmon were reported. In some areas, muddy

roads hampered the movement of logs and lumber, resulting in the curtailment of truck transportation.




During the month, increases in labour demand in some industries were offset by decreases in others so that by August 21, persons at work, together with those on vacation, numbered 428,000, the same as a month earlier, but 3,000 higher than a year before.

Sales of lumber, stimulated by the strike in the lumber industry in the northwestern United States and supported by a strong demand from the United Kingdom, Australia and New Zealand, continued at a high level. Most mills operated at capacity and orders on hand indicate that the current rate of production will continue at least until the end of 1954. Line crews of power and telephone companies continued to be busily engaged in the extension of services, especially in rural areas. In most areas wholesale and retail trade were about normal for this time of year.

During August only one labour market area was reclassified—from the balanced to the moderate surplus category. At the beginning of September, of the 10 areas in the region, three were in the moderate surplus category and seven in balance. A month earlier two areas had a moderate labour surplus and eight were in balance; at September 1, 1953, one area had a moderate labour surplus and nine were in balance.

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 2. There was some improvement in the employment situation during the month. In the logging industry, however, operations had been at such a high level that some operators were concerned about damage by teredos to the heavy stock of logs in the water and curtailed activity until some of the logs were moved to the mills. Lumber prices and markets have been so favourable recently that some smaller saw mills indicated they would add more shifts if experienced help were available.

**Victoria** (major industrial). Remained in Group 3. Increased activity occurred in iron and steel foundries, sheet-metal fabricating plants, and in shipbuilding.

**Chilliwack** (minor). From Group 3 to Group 2. A temporary decrease in construction work was the main factor responsible for reclassification. It was expected, however, that a sharp increase would occur in the demand for construction workers when the Agassiz-Rosedale bridge project gets under way. In other industries employment conditions were stable.

# Current Labour Statistics

(Latest available statistics as of September 10, 1954)

| Principal Items | Date | Amount | Percentage Change From | |
|---|---|---|---|---|
| | | | Previous Month | Previous Year |
| *Manpower* | | | | |
| Total civilian labour force (a) | Aug. 21 | 5,569,000 | + 0.2 | + 1.1 |
| Persons at work 35 hours or more | Aug. 21 | 4,748,000 | + 3.6 | – 1.5 |
| Persons at work less than 35 hours | Aug. 21 | 318,000 | + 3.6 | + 16.5 |
| Usually work 35 hours or more | Aug. 21 | 143,000 | +21.2 | + 36.2 |
| On short time | Aug. 21 | 35,000 | + 2.9 | + 40.0 |
| Usually work less than 35 hours | Aug. 21 | 175,000 | – 7.4 | + 4.2 |
| Persons with jobs not at work | Aug. 21 | 329,000 | –33.3 | + 2.2 |
| Usually work 35 hours or more | Aug. 21 | 320,000 | –32.8 | + 2.2 |
| Usually work less than 35 hours | Aug. 21 | * | – | – |
| Persons without jobs & seeking work | Aug. 21 | 174,000 | + 1.2 | + 89.1 |
| Persons not in the labour force | Aug. 21 | 4,703,000 | + 0.1 | + 3.4 |
| Registered for work, NES (b) | | | | |
| Atlantic | Aug. 19 | 25,796 | –10.6 | + 21.6 |
| Quebec | Aug. 19 | 76,555 | – 8.6 | + 38.9 |
| Ontario | Aug. 19 | 102,498 | + 9.8 | +103.9 |
| Prairie | Aug. 19 | 25,992 | –13.8 | + 57.5 |
| Pacific | Aug. 19 | 23,959 | –12.6 | + 10.1 |
| Total, all regions | Aug. 19 | 254,800 | – 3.3 | + 54.6 |
| Ordinary claims for Unemployment | | | | |
| Insurance benefit | Aug. 1 | 188,913 | – 5.3 | + 70.3 |
| Amount of benefit payments | July | $12,760,098 | –18.7 | + 78.5 |
| Index of employment (1949 = 100) | July 1 | 111.5 | + 2.3 | – 3.0 |
| Immigration | July 1 | 15,839 | –11.1 | + 3.6(c) |
| *Industrial Relations* | | | | |
| Strikes and lockouts – days lost | August | 48,210 | – | + 23.3(c) |
| No. of workers involved | August | 3,959 | – | + 5.9(c) |
| No. of strikes | August | 20 | – | + 6.4(c) |
| *Earnings and Income* | | | | |
| Average weekly wages and salaries | July 1 | $58.94 | + 0.9 | + 2.4 |
| Average hourly earnings (mfg.) | July 1 | $1.42 | – 0.4 | + 4.0 |
| Average hours worked per week (mfg.) | July 1 | 40.5 | + 1.8 | – 1.9 |
| Average weekly earnings (mfg.) | July 1 | $57.39 | + 1.4 | + 2.0 |
| Consumer price index (av. 1949 = 100) | Aug. 1 | 117.0 | + 0.7 | + 1.1 |
| Real weekly earnings (mfg. av. 1949 = 100) | July 1 | 118.4 | + 1.3 | + 1.3 |
| Total labour income $000,000 | June | 1,000 | + 2.6 | + 1.9 |
| *Industrial Production* | | | | |
| Total (average 1935 – 39 = 100) | June | 251.3 | + 2.4 | – 2.4 |
| Manufacturing | June | 258.1 | + 1.7 | – 5.6 |
| Durables | June | 298.6 | – 0.2 | – 11.7 |
| Non-Durables | June | 232.3 | + 3.3 | + 0.2 |

(a), (b): See inside back cover, *Labour Gazette.*

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

# Notes of Current Interest

## *UIC Executive Director, S. H. McLaren Retires*

S. H. McLaren, Executive Director, Unemployment Insurance Commission, is retiring, effective October 1, it was announced August 27 by J. G. Bisson, Chief Commissioner. The position of Executive Director is the senior executive post under the Commission. Mr. McLaren, in the government service since 1919, has occupied the position for eight years.

He will be succeeded by L. J. Curry, at present Assistant Executive Director.

### Extensive Experience

The retiring Executive Director had extensive experience in the Department of Finance before transferring to the Unemployment Insurance Commission. A native of Montreal, he received his education in that city. Early in the First World War he enlisted and served for four years. He was awarded the Distinguished Conduct and Military Medals.

During his employment in the Finance Department he was for many years associated with the Department of Pensions and National Health, and inaugurated the Central Pay Office for all government services. He subsequently became Chief Treasury Officer with the Unemployment Insurance Commission.

During the Second World War Mr. McLaren was in charge of the Dependent's Allowance and Assigned Pay Branch and later became Associate Director in charge of mobilization for service in the Armed Forces. He was appointed Executive Director of the Commission in 1945.

### Other Promotions

Other promotions in the UIC include:

W. K. Rutherford, Director, Employment Branch, to be Director of Administrative Services, a new position being established in lieu of Assistant Executive Director.

J. W. Temple, Regional Superintendent, Prairie Region, to succeed Mr. Rutherford.

William Duncan, Chief, Employment Specialists Division, to succeed Mr. Temple.

## *P. E. Salter New Chief of Department's LMCS*

P. E. Salter, of Vancouver, Pacific Regional Field Representative of the Labour-Management Cooperation Service, has been promoted to head this Service in the Industrial Relations Branch of the Department of Labour. The selection was made following a departmental promotional competition.

Mr. Salter succeeds the late H. R. Rutherford as head of a Labour Department division established during the Second World War to promote joint consultation by labour and management on problems affecting production. Specifically, the division promotes throughout Canadian industry the formation of Labour-Management Production Committees to deal with problems normally outside the area covered by collective bargaining. The department now has a record of 1,030 such committees in existence in Canada, an increase of about 700 since the war's end.

Mr. Salter, born in Chatham, N.B., attended the University of Toronto, graduating in 1925 with the degree of Bachelor of Commerce. He is a veteran of the First World War, having served with the 58th Battery, CFA, from 1916 to 1919.

Mr. Salter started his business career in 1925 as a cost accountant with Canadian Acme Screw and Gear, Ltd., and later was employed in the same capacity with Langley's Ltd., Toronto, where he was subsequently promoted to the position of Plant Superintendent.

From 1932 to 1941, Mr. Salter was Assistant Superintendent of Canada Packers, Ltd., and, later, Superintendent of the company's Vancouver plant. He joined the Department of Veterans Affairs in 1942 and served as Administrative Chairman of a Rehabilitation Board at Shaughnessy Hospital, Vancouver, until his appointment to the Department of Labour in 1945.

## *Confirm Dr. MacNamara UIC Committee Chairman*

Appointment of Dr. Arthur MacNamara as Chairman of the Unemployment Insurance Advisory Committee has been confirmed by Order in Council. His appointment dates from July 8, 1952, to July 7, 1957.

Dr. MacNamara has been acting chairman for the past two years, following the retirement of Dr. W. A. Mackintosh upon completion of his five-year term of office.

Dr. MacNamara has taken an active interest in the unemployment insurance plan from its inception.



94541—2

## *Canadian Rail Dispute Goes to Arbitration*

At mid-August the issues in the current dispute between Canadian railways and their non-operating employees went to arbitration, after the unions involved had conducted a strike vote, the result of which, union leaders reported, favoured strike action. As this issue went to press, the name of the arbitrator had not been announced.

A complete account of the dispute will appear in the LABOUR GAZETTE following receipt of the arbitration ruling.

## *U.S. Non-Operating Rail Men Win Fringe Benefits*

In an agreement reached last month, 900,000 railway workers in the United States — members of 14 non-operating unions—will receive a health and welfare plan, holiday pay and extended vacations.

The agreement was reached at a conference between representatives of the unions and most of the country's railroads. It is based on recommendations of a fact-finding board appointed by President Eisenhower and averts a threatened strike of the non-operating railway employees.

The health and welfare plan will provide hospital, medical and surgical insurance coverage, with the cost of the premiums being shared equally by management and the employees.

The non-operating employees will be paid for seven recognized holidays. Those required to work on a holiday will receive straight time plus time and one-half. Workers paid by the month will be compensated accordingly.

Under the extended vacation plan, employees with 15 years of service will receive a third week's paid vacation. Present vacations are two weeks.

Shortly after the agreement covering the non-operating employees was announced, demands were made by five brotherhoods of operating employees who represent about 380,000 railway workers in the country.

The demands include various proposals ranging from straight pay increases to a rule regulating the length of freight trains. Other demands include premium holiday pay, a 40-hour work week, and revised work rules.

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Railroad unions in Kansas say they have a secret strike weapon available to no other unions in the country. And it's 100% legal, declare the union men. The weapon is an ancient state law which requires: "When two trains approach each other at a crossing, they shall come to a full stop and neither shall start until the other has gone."—*Union Labor Record AFL, Missouri.*

## *N.B. Area's Only Industry, Textile Mill Shuts Down*

Approximately 350 workers in the milling towns of Milltown and St. Stephen, N.B., will lose their employment as a result of the closing of the textile plant at St. Croix after 73 years of operation.

The textile mill there, the major source of employment in the area, was forced to curtail its operations as a result of the depressed conditions in the trade throughout the country. The closing of the plant, to be carried out over a three to four-week period, was announced August 20.

An appeal to the Federal Government to take action on behalf of the workers was sent to Prime Minister St. Laurent by the Textile Workers Union of America (CCL-CIO) on August 23. In addition, the labour organization prepared a brief for presentation to the Tariff Board calling for "appropriate limitations on imports" of woollen and worsted goods into Canada.

In a brief presented to the Tariff Board August 24, the Canadian Wool Cloth Industry stated that "it seems clear that Canadian industry cannot survive under such conditions without a correction in the present tariff situation".

Donald MacDonald, Secretary-Treasurer of the Canadian Congress of Labour, announced on August 31 that unemployment in the textile industry called for "quick and decisive action" on the part of the Federal Government. The CCL official pointed out that 27,000 of the industry's 100,000 workers are unemployed and called for steps that would give "new hope" to textile communities and alleviate the general employment situation.

In the meanwhile, Anthony Valente, President of the United Textile Workers of America (AFL), criticized the United States Government for "doing nothing" to combat unemployment or to aid the textile industry. Speaking at the 13th annual convention of the union on August 30, Mr. Valente stated that 27 textile plants employing 15,000 workers had gone out of business.

The textile union president cited the United States Bureau of Labor Statistics in pointing out that employment in the industry had declined from 1,100,400 in 1952 to 960,000 in 1954.

"This employment figure is a new low," commented Mr. Valente.

## *Employment Rising; But Wages, Hours Dropping*

Industrial employment in Canada showed considerable expansion at the beginning of June this year, according to the Dominion Bureau of Statistics.

The Bureau's composite employment index read 108·9 or two per cent higher than the May 1 reading of 106·2, registering a greater increase than at the start of June last year. However, the index was 3·1 per cent under last year's June level of 112·4.

The upswing in employment during May was less pronounced in manufacturing, the Bureau's index of factory employment registering 107·7 at June 1, only 0·4 per cent higher than the May 1 reading of 107·3 and five per cent below last year's June 1 level of 113·4.

Compared with last year, however, the June 1 index of industrial employment was lower this year in all provinces except Saskatchewan, where a 1·4 per cent increase was recorded.

Total labour income was higher in May than a month and a year earlier, even though the manufacturing payroll continued to contract, according to another DBS report.

Expansion in non-manufacturing industries raised total labour income to an estimated $975,000,000 in May. This was $21,000,000 more than in April and $9,000,000 more than in May last year.

The increase put this year's five-month total at $4,767,000,000 about 1·5 per cent higher than 1953's $4,693,000,000.

Wages and salaries in manufacturing dropped by $2,000,000 during May to $320,000,000, some $11,000,000 under last year's May payroll and the smallest total for any month since October 1952. The latest monthly decline was concentrated in leather products, textiles, clothing, transportation equipment and iron and steel products.

The usual seasonal pickup in outdoor activities raised the combined wage bill of agriculture, forestry, fishing, trapping and mining by $10,000,000 and the construction payroll by $8,000,000 during May. However, the primary industry group total of $69,000,000 was the same as in May last year and the construction total of $67,000,000 was $5,000,000 less than a year earlier.

Labour income in the finance and services group, which includes government, climbed $3,000,000 to $232,000,000 in May, $18,000,000 above last year's May figure, and the highest monthly total on record. The May payroll of the utilities, transportation, communication, storage and trade group was $253,000,000, up $2,000,000 from the preceding month and $7,000,000 from a year earlier. Supplementary labour income totalled $34,000,000 in May, unchanged from a month and a year earlier.

Average hourly earnings in manufacturing rose to a new high at the beginning of June but a small decline in average hours worked resulted in a slight drop in average weekly wages as compared with May 1.

Hourly earnings at the beginning of June stood at 142·3 cents compared with 141·8 cents a month earlier and 135·9 cents a year earlier. The work-week averaged 39·9 hours compared with 40·6 at the start of May and 41·7 at the beginning of June last year, and weekly wages averaged $56.78 compared with $57.57 at May 1 and $56.67 at the same time last year.

The DBS also reports that in May Canadian industry continued to produce less than last year. The composite index of industrial production (on the base 1935-39=100) for May registered 246·0, a drop of 3·5 per cent from 254·8 in May of last year. This compared with a decline of 4·8 per cent in April. By June, the Bureau's advance index of industrial production registered 251·3, a drop of more than two per cent over last year's June index of 257·5.

During the first five months of 1954 the composite index averaged three per cent lower than in January-May last year.

In July, union officials representing 30,000 auto, steel and farm implement workers in Southern and Western Ontario urged the Federal Government to call a special session of Parliament to deal with unemployment. They also requested mayors and reeves of Ontario communities to make similar demands.

Speaking on the unemployment situation, Donald MacDonald, Secretary-Treasurer of the Canadian Congress of Labour, stated on August 25 that the Government's latest figures on unemployment emphasized the continued seriousness of the situation and warranted a special session of Parliament. The CCL official noted that Members of Parliament "should be given the opportunity of meeting to take positive action for the alleviation of unemployment".

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Labour income reached $5,767,000,000 in the first six months this year, $93,000,000 or about 2 per cent more than in the first half of 1952. About 1 per cent fewer had jobs but per capita weekly earnings were up 2·5 per cent.



94541—2½

## *U S. Employment Remains "Comparatively Steady"*

An expected increase in unemployment in the United States from June to July failed to develop and employment and unemployment showed no major change in that period, according to official figures released August 5. The Secretaries of Commerce and Labor, Sinclair Weeks and James P. Mitchell, termed the situation "comparatively stable".

According to the Bureau of the Census, the number of unemployed stood at 3,346,000 in the second week of July, a drop of 1,000 from the corresponding week in June. It had been expected in some quarters that unemployment would rise by about two per cent in July.

Total employment was estimated at 62,140,000, a rise of about 50,000 over the month but 972,000 below the figure for the corresponding week in July 1953. Farm employment in the June-July period declined by 142,000 while non-farm employment rose an estimated 191,000. The Bureau of Labor Statistics reported from its sample that employment among non-farm workers declined by 289,000 to 47,900,000 in mid-July and that manufacturing payrolls, alone, were down by 227,000.

### Methods of Sampling

The Bureau's methods of sampling are somewhat different from those of the Bureau of the Census. The former uses payroll data and such factors as strikes, vacation shut downs and temporary curtailments in operations will tend to show a drop in employment. The Census Bureau, on the other hand, counts a person as employed, although not working, if he or she has notice to return to work within 30 days.

The Bureau of Labor Statistics reported that the factory work-week averaged 39·4 hours, a drop of 0·2 hour. The proportion of all civilian workers out of jobs in July was estimated at 5·1 per cent, about double the figure of a year ago and the highest for the month in the post-war period except for 1949.

Annual production at a rate of $356,000,000,000 was reported by the Department of Commerce for the second quarter of 1954. This represented a gain of $200,000,000 above the first quarter of the year and marked the first upturn in the production index in a year.

A decline of 63,700 for the week ending July 31 in the number of persons claiming unemployment insurance was reported by the Department of Labor. The 1,789,400 total was 12,400 higher than the 1,777,000 claims reported for the week ending July 3, the 1954 low. The Department also reported that initial claims—notices of new unemployment—declined by 12,700 to 272,200 during the week ending August 7. This was close to the 1954 low of 265,000 for the week ending June 26.

Commerce Secretary Weeks stated recently that he expected a business upturn by the fall and that government policies in the maritime field should lead soon to the expenditure of more than $350 million in new ship construction to provide work in one of the nation's most depressed industries. Mr. Weeks called construction the mainstay of economic activity.

### Economic Improvement

Speaking on August 13, President Eisenhower stated that "the paramount fact about the economy at mid-year is that the recent decline in economic activity has come to a halt". The President added that "the rate of unemployment has shown some tendency to diminish of late. This is one of numerous signs of economic improvement. Retail sales have recently been rising again. New construction contracts are running well above the level of a year ago."

Expressing optimism about the economy, the United States Chamber of Commerce stated on July 22 that "a check of economic indicators shows that the year is likely to be the second best in history surpassed only by 1953". In a report, the Chamber emphasized that so far this year the industrial production index at 124 had held up much better than earlier predictions. The index averaged 134 last year but in 1952 it stood at 124 and in 1950 at 112.

### Continue Criticism

In the meantime, United States labour organizations continued to criticize the economic situation. Emil Rieve, Chairman of the CIO Committee on Economic Policy, termed President Eisenhower's remarks "not a realistic appraisal of the economic scene". Mr. Rieve noted that "over 800,000 people had exhausted their unemployment compensation" and added that the economy must expand and operate at "considerably higher levels each year in order to sustain prosperity".

The AFL executive council declared August 9 that for government officials "to label 1954 cheerfully as a 'second best' economic year is a gross deception". The council said in a statement that a $14,000,000,000 rise in wages and salaries would be necessary "if our whole economy is to recover".

## *Economic Expansion Here Greater than in U.S.*

Canada experienced a greater rate of expansion in its economic activity in the post-war period than did the United States, according to figures contained in the July issue of the *Canadian Statistical Review* released last month by the Dominion Bureau of Statistics.

Physical output, as measured by gross national product in constant dollars, was 34 per cent higher in Canada in 1953 than in 1946; in the United States, in the same comparison, the increase amounted to 29 per cent.

From mid-1953 to the end of the first quarter of 1954 the decline in this measure of physical output was about four per cent in the United States and about two per cent in Canada.

The slightly higher post-war rate of advance in Canada was associated with the greater relative growth in gross private investment, which reflected the rapid post-war expansion of resource development. Other business and personal investment requirements also contributed.

Personal expenditure on consumer goods and services also rose relatively more in Canada than in the United States, particularly after 1951, the *Review* states. By that time, "real" average hourly earnings in manufacturing were making more marked increases in this country. At the same time, the increases in personal income in both countries were on average offset to a lesser extent than in earlier years by the rise in consumer prices.

The post-war rise in real earnings and in consumer expenditure and the steadiness of these components in recent months in both countries have been significant factors in the economic activity of Canada and the United States, the *Review* reports.

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## *U.S. Group Recommends Tax Cuts, More Spending*

Tax cuts totalling $4,500,000,000 and an increase in federal government expenditures by $3,000,000,000 were recommended August 1 in a report issued by the Conference on Economic Progress in the United States. The Conference report stated that total output was running at an annual rate of at least $27,000,000,000 below full production level and noted that the true level of unemployment, which included persons on reduced hours and those not recorded, was equivalent to full-time unemployment of about 5,000,000.

The Conference, a new organization whose staff work is directed by Leon H. Kyserling, former Chairman of President Truman's Council of Economic Advisers, warned that "if total output in the first quarter of next year were to be no higher than in the first quarter of this year, the annual rate of output by early 1955 would be at least $37,000,000,000 below the full production level". The report added that the true level of unemployment might then rise to near 7,000,000.

In addition to the tax cuts and increased government spending, the Conference made the following recommendations: continuation of the present liberal monetary policy, the stabilization and long-run expansion of farm income, expansion of unemployment compensation, enactment of a higher minimum wage law, a comprehensive long-run housing program and a liberalized international trade policy.

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## *See Clerical Employment Rising Despite Machines*

Clerical employment in the United States will continue to expand despite the increased use of office machines, the U.S. Department of Labor predicted in a recent report

In April of this year, the Department said, nearly 8,000,000 men and women were engaged in clerical work, an increase of 64 per cent over 1940.

"Despite the machines, everything from automatic files to automatic thinkers, the human office worker is still in great demand," it said.

The Department found a high rate of turnover in the clerical field, with many women particularly leaving after marriage. This, it said, provides many openings for new entrants.

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### Clerical Salaries in U.K.

Clerical salaries in Great Britain have risen between 7 and 10 per cent since 1952, according to a report published by the Office Management Association. In the same two years, there has been an increase in the cost of living of 6 per cent and of 8½ per cent in manual workers' rates of wages.

The report concludes that male office clerks are earning noticeably less than manual workers who, however, work an average of 47·9 hours per week compared with the usual 40 for office workers.

For an article on salaries of office workers in Canada, see p. 1314.

## *Federal FEPA, Provincial Laws Cited in ILO Article*

Canada's Fair Employment Practices Act and similar provincial legislation are prominently mentioned in an article entitled "Action Against Discrimination in Employment" in the July issue of the *International Labour Review*, published monthly by the International Labour Office.

The article analyses the measures that have been taken against employment discrimination and cites as examples the experience of Canada and the United States.

Canada started to take action in this field in 1942, the article states, when officials of the National Selective Service were prohibited from making any remark to, or asking any question of, any applicant that could be interpreted as condoning or suggesting discrimination. In addition, the article notes, after the adoption of the Universal Declaration of Human Rights by the General Assembly of the United Nations, the Canadian Parliament established a special Senate committee in 1948 to consider what action might be taken to ensure human rights and fundamental freedoms to all citizens.

The article cites the Order in Council of September 24, 1952, enforcing non-discrimination in the employment of workers under federal government contracts; the Fair Employment Practices Act of May 1953, which prohibits discrimination with regard to employment and membership of trade unions that are within the legislative power of the Canadian Parliament; and the Ontario and Manitoba fair employment practice legislation. Saskatchewan's Bill of Rights Act of 1947 and the proposals debated by the British Columbia legislature last year are also referred to.

## *Work on St. Lawrence Power Project Begins*

Ground breaking ceremonies on August 10 marked the beginning of the St. Lawrence Seaway hydro-electric project by Ontario Hydro and the New York State Power Authority.

The project, which is being developed two miles west of Cornwall, Ont., calls for the construction of two cofferdams straddling the international boundary, the de-watering of the area between the two dams, the construction of the necessary powerhouse with its ⅔-mile-long dam and the relocation of Ontario Highway No. 2, part of which will be flooded by the new project.

In addition to the actual hydro-electric work, construction will begin on the main project office, to be located near Cornwall.

It has been estimated that the combined power and navigation project will eventually employ approximately 10,000 men, half on each side of the river.

## *Gross National Product Steadies in 2nd Quarter*

Canada's gross national product remained steady in the second quarter of 1954, at a seasonally adjusted annual rate of $23·9 billion, according to advance figures released by the Dominion Bureau of Statistics.

The minor declines in production of the two preceding quarters of this year were not resumed. The level of aggregate output was thus unchanged from the first quarter of 1954 but was almost two per cent below last year's annual average of $24·3 billion.

Apparently, reports the DBS, the recent declines in total non-agricultural production were halted in the second quarter and a small increase occurred. Related indicators show that production in durable goods manufacturing, construction, transportation, communication and storage continued to move downward in the second quarter, following the trends which began in 1953.

Declines in these groups, however, were offset by gains in the service industries, except transportation, and in non-durable goods producing industries, except clothing.

In manufacturing, the major declines in durable goods production from the first to the second quarter occurred in transportation equipment, electrical apparatus and supplies, and iron and steel products. The transportation, communication and storage group was affected by declines in shipments of grains, motor vehicles and farm implements.

## *Wage Guarantee per Trip Won by B.C. Drivers*

A form of guaranteed wage for truck drivers in British Columbia has been achieved as a result of an agreement between Local No. 31 of the General Truck Drivers and Helpers Union (AFL) and a Vancouver fruit and produce company. Under the terms of the pact, the wages for each round trip from Vancouver to any point in California are guaranteed and hotel accommodation for the drivers will be paid by the employer after the first day.

## *CCA President Urges More Winter Building*

More construction during the winter months was advocated as a means of reducing Canada's seasonal unemployment by Raymond Brunet, President of the Canadian Construction Association, when speaking to the Maritime Regional Meeting of the Association in St. Andrews, N.B., September 11.

"In spite of the great strides made in recent years in carrying out construction in wintertime, seasonal unemployment in the industry is still relatively just as pronounced as in previous years," Mr. Brunet said. He pointed out that on the average there were over 25 per cent fewer construction men working in February than in the peak month of September.

The CCA President approved the interest shown by the Federal Government in endeavouring to level off seasonal fluctuations in employment and construction. The Hon. Milton F. Gregg, Minister of Labour, announced recently that federal public works will be timed so as to provide "the maximum amount of employment during the winter months" and the Canadian Manufacturers' Association has established a committee to study a similar policy with regard to industrial building.

Referring to the timing of building operations, Mr. Brunet said that they depended upon the decisions of owners or the actions of architects and consulting engineers in the vast majority of cases. "Success in any program to reduce seasonal unemployment in the construction trades will therefore depend to a large extent upon their participation," he added.

While noting that Canada's climate conditions were such that the problem would never be completely solved, the CCA head stated that much could be done by having projects "closed in" before winter, thus enabling interior work to be carried on and by having as much repair and maintenance construction as possible done during this period.

"Techniques permitting construction during cold or inclement weather have been known for many years and the extension of the 'building season' has been very marked in recent times. However, because of habit, pressure of work in design offices and the widespread feeling that winter construction work on all types of projects is excessively costly, most construction contracts are awarded during the summer months," he said.

Discussing construction costs, Mr. Brunet pointed out that winter work was often not as expensive as was commonly believed. He noted that higher costs applied only to the project in question and not to the entire job. Lower prices quoted by contractors during the slack period, the possibility of better supervision and planning, more plentiful supplies of labour and material and earlier completion dates were cited by the Association President as factors favouring wintertime construction.

"A brief glance at the large sum of money paid out of the unemployment insurance fund due to seasonal unemployment last winter surely is sufficient reason in itself to show that a levelling-out of industrial activity during the various seasons is very decidedly in the public interest," he concluded.

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## *Immigrants, Joblessness Discussed by Legion*

A requirement that immigrants file notice of intention of becoming citizens prior to entering Canada was urged on the Federal Government by the Canadian Legion meeting in its biennial convention in Toronto last month. The Legion resolution asked that immigrants who failed to become citizens within a year be deported. At present, immigrants are not required to become citizens.

With reference to the present employment situation, the Legion called upon federal, provincial and municipal authorities "to forestall what could develop into a condition of emergency proportion". Regarding depressed areas in the coal mining industry, the Legion asked the Federal Government to establish new industries or public works in such localities in order to provide "adequate and gainful employment".

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## *4 Occupation Monographs Revised, Now Available*

Revisions of four occupation monographs, prepared by the Economics and Research Branch of the Department of Labour, are now off the press. They are: *Bricklayers and Stone-masons,* Cat. No. 143-2; *Electrician,* Cat. No. 143-7; *Plasterer,* Cat. No. 143-3; and *Sheet-metal Worker,* Cat. No. 143-6.

Copies of these monographs may be obtained from the Queen's Printer, Department of Public Printing and Stationery, Ottawa, at a cost of ten cents per copy.

## *Mayors Recommend Plan To Relieve Unemployment*

A four-point program to relieve the problems of unemployment was urged by the Canadian Federation of Mayors and Municipalities at its annual convention in Windsor last month. Shortly after, a program which would have municipalities planning public works schemes when unemployed reached 7 or 8 per cent was advocated by a Montreal civic official.

The plan proposed by the Federation, and which was urged on the Federal Government, included the following recommendations:—

1. A planned program developed by the provinces and municipalities to publicly finance projects when "normal economic activity" was declining.

2. A scheme whereby unemployed persons would be transferred from "economically depressed" areas to localities where employment opportunities were better.

3. Review of the Unemployment Insurance Act with a view to extending coverage "as far as administratively feasible" to bring as many paid workers as possible under the Act.

4. The development of a system of unemployment assistance benefits for persons who have exhausted their unemployment insurance, who have not worked long enough to be eligible for benefit or who have become unemployed but were not previously covered by unemployment insurance.

The Federation stated that these policies should be pursued "during the period when unemployment may be described as abnormal on a national, regional or local basis".

Montreal's director of public works, Lucien L'Allier, told the Institute of Public Administration meeting in Ottawa that five-year programs which retarded economic depressions were to be recommended rather than schemes which were initiated after unemployment had become large.

Mr. L'Allier stated that works programs undertaken in periods of depression were unsatisfactory because they were simply used to create jobs. The Montreal official noted that labourers who worked on them had no interest in the work and produced as little as possible in order that there would be something for them to do when they were next employed in the usual rotation system. He felt that funds for such works could be raised by loans or taxation, as in wartime, without increasing the national debt very considerably in comparison with the wartime increase.

## *UAW Accepts Wage Cut, Averts Plant Shutdown*

Production employees of the Studebaker Corporation, after first rejecting a proposed pay cut, voted 8 to 1 last month to accept the wage reduction rather than face a possible shutdown of the company's plant at South Bend, Indiana. Later the company announced it hopes to lower prices on its 1955 car models.

A company proposal to reduce wages from 10 to 15 per cent in order to put it in a better competitive position was at first turned down by the employees, although the proposal was recommended by officials of the United Automobile Workers of America (CIO), bargaining agent at the plant.

The union officials said the pay cut would offer hope of stabilizing employment and increase over-all take-home pay. Most of Studebaker departments have been operating for only four days every two weeks since early in the year. Employment at the plant had dropped from about 23,000 workers a year ago to 11,000. And although Studebaker wages were higher than for the industry generally, take-home pay had dropped to about $35 per week because of the short work plan. The company's wages had been averaging $2.39 an hour, compared with an average of $2.03 paid by its chief competitors.

After the company served notice it would end its contract with the union in 60 days and indicated it would shut down its plant, the UAW members voted overwhelmingly to accept a wage reduction averaging about 14 per cent of the payroll.

Company officials later said they expected full production by October and expressed the hope of being able to reduce 1955 prices for Studebaker cars.

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## *New Wage Offer Averts U.K. Railwaymen's Strike*

The threat of a nation-wide rail strike in Great Britain was averted September 13 when leaders of the 400,000-member National Union of Railwaymen agreed to accept a new wage offer as a basis for further negotiations.

The union agreed to submit the offer to the other two unions concerned, the Association of Transport Salaried Employees and the Society of Locomotive Engineers and Firemen.

The amount of the offered increase was not made public.

## *Imports Decline in First Half of 1954*

Imports into Canada during the first half of 1954 were valued at $2,050,100,000 compared with $2,216,600,000 in the same period of 1953, a decline of 7·5 per cent, according to figures just released by the Dominion Bureau of Statistics. The June total amounted to $416,100,000, an increase over the $406,300,000 in June of 1953. The Bureau pointed out that this increase appears to have resulted from a change in statistical procedure.

The value of several imports for June, with last year's figures in parentheses, are as follows: farm implements and machinery, $18,589,000 ($23,357,000), auto parts, $18,760,000 ($22,562,000), coal, $11,084,000 ($14,387,000), cotton products, $6,584,000 ($6,902,000) and wool products, $5,754,000 ($5,803,000).

## *June Immigration Down But 6-Month Total Up*

Despite a decrease of 3 per cent in June compared with June last year, immigration to Canada during the first six months of this year increased 9 per cent over the same period in 1953, according to figures released by the Department of Citizenship and Immigration.

Total number of immigrants in June was 17,810 and the total for the first six months 85,765. Corresponding totals last year were 18,376 and 78,336.

In the month of June there were 5,368 immigrants from the British Isles, 914 from the United States, 7,577 from North European countries, and 3,951 from all other countries.

During the six months ending June 30, immigrants from the British Isles numbered 25,939. There were 4,558 from the United States, 32,754 from North European countries, and 22,514 from other countries.

## *Aggressive Immigration Necessary—C. of C.*

An aggressive immigration policy must be continued by Canada in order to maintain a population capable of keeping up the country's current rate of production and development, the Canadian Chamber of Commerce declared in a recent special report.

The report warned that lack of population is "about the only thing that can hold back Canada's progress" and urged the country to aim at a population of 30,000,000 by 1975.

Stating that immigration creates more jobs, creates more homes and raises the standard of living, the report warned: "It is the people of Canada who will lose out if short-sighted opposition to immigration impairs the country's future development."

Reasons listed in the report for stepping up immigration were industrial expansion, as evidenced by the St. Lawrence Seaway and the trans-continental pipeline, both of which provide opportunities for heavy and skilled labour, and the development of resources, which the report said is dependent in no small measure on the country's ability to employ men in out-of-the-way places.

Young male immigrants in large numbers are an effective answer to this need, the report said.

Also listed in the report was the need for labour on Canadian farms to replace workers attracted to urban industrial life.

## *Says Manpower Wasted Through Discrimination*

With only about 6 per cent of the world's population, the United States cannot afford to waste its manpower through racial discrimination, stated United States Secretary of Labor James P. Mitchell, September 7. Speaking before the annual conference of the National Urban League, Mr. Mitchell remarked that the costs of discrimination "are not only in the loss of manpower that is represented but in the loss of national morale and character. Discrimination in employment contributes to slums and delinquency."

Referring to the Government's program to eliminate discrimination in industries holding federal contracts, the Labour Secretary noted "we are doing this because this country cannot afford the waste in its manpower and its morale that comes from barring people from useful work and opportunity to acquire skills which our country needs".

Both President Eisenhower and Vice-president Nixon have appealed to the nation's business and labour leaders to aid the Government's program to eliminate employment discrimination. Under the auspices of the President's Committee on Government Contracts, nearly 500,000 pamphlets are being distributed throughout the country.

Commending the Committee, Mr. Eisenhower stated: "Quietly but persistently the members of this Committee have been at work, with heartening success, on employment problems which over the years have become charged with emotion and distorted by prejudice. Their efforts will, I am sure, continue to bring far-reaching results of enduring value".

## *McLachlan Takes Over From Freeman Jenkins*

Tom McLachlan, 45, former President of Local 1-B and a former President of the Nova Scotia Federation of Labour, has been elected President of District 26, United Mine Workers of America (CCL), succeeding Freeman Jenkins, President for 12 years. Mr. McLachlan assumed office September 1.

Elected President in 1942, Mr. Jenkins led the 11,000-member organization through crucial times which included several mine closures and the strike of 1947. He was returned to office at two elections but was defeated in the presidential election of last June 8.

Mr. Jenkins, now 41, is a member of the Executive Committee of the Canadian Congress of Labour.

In the Trades and Labour Congress of Canada, Donovan Swailes, Vice-president of the Winnipeg Trades and Labour Council, was chosen August 27 to be the Chairman of the Manitoba Provincial Executive Committee.

The other four members of the Committee are H. D. Bastable, Winnipeg; P. McSheffrey, Flin Flon; Mike Sedik, Selkirk; and Paul Sapiak, Brandon.

In Hamilton, the oldest continuous delegate to the local Trades and Labour Council died September 3. He was William J. Burr, aged 73.

Mr. Burr was for many years business agent for Local 700 of the International Union of Operating Engineers and for a time the union's Canadian Representative. Among his many achievements in the union movement, he was instrumental in negotiating the first agreement between any municipal government in Canada and a local union. That was when Local 700 signed an agreement with the City of Hamilton.

## *Prices to Farmer Drop, Food Costs Stay Up—U.N.*

According to the United Nations Food and Agricultural Organization, the world's farmers are producing more and are receiving less for their produce while the cost of food to the consumer has remained high. In a report issued August 18, the U.N. body pointed out that during 1952 and 1953 farm prices fell by 17 per cent in the United States and 23 per cent in Canada while retail prices declined only 2 per cent in the U.S. and 8 per cent in Canada during the same period.

With regard to this disparity, the FAO stated that "marketing costs represent from 30 to 50 per cent, and at times nearly 70 per cent, of the food costs to the consumer".

Despite steadily increasing agricultural production, the report noted that "fully half the world's people are still inadequately housed, clothed and nourished".

## *World Consumer Prices "Remarkably Stable"—ILO*

With 44 nations reporting consumer price increases or decreases of 2 per cent or less for periods of a year or longer, the International Labour Organization believes the world is enjoying an era of "remarkable stability".

The study of consumer prices, which appears in the August issue of the *International Labour Review,* official ILO publication, covers consumer price trends in 87 countries, showing that about two-thirds of them (56 in all) experienced consumer price changes of not more than 4 per cent from December 1952 to December 1953. In some cases, the figures have continued well into 1954. Only 15 had price increases last year in excess of 10 per cent.

The report pointed out that there is no assurance the trend might not end abruptly as a result of some political or economic development but declared:—

"Already, however, the period of level prices has continued for two full years and has benefited most of the world's population."

## *Say Services Contribute To High Cost of Houses*

A high level of services demanded by municipalities is one of the factors contributing to the high cost of housing, according to David B. Mansur, President of the Central Mortgage and Housing Corporation.

Speaking to the 17th annual convention of the Canadian Federation of Mayors and Municipalities last month he asked "whether the specifications required by the municipality for roads, water, sewer, curbs and ornamental street lighting are reasonable". He cited as doubtful the municipal practice of placing imposts on builders to offset the cost of trunk services in new subdivisions.

As an example of increased costs to the homeowner involved in this policy, Mr. Mansur pointed to the experience of the Corporation in building Defence Department townsites. Where the Corporation had established a standard setting the average cost of providing services at $30 a foot, municipal officials had demanded a standard which ran as high as $60, he stated.

## *Teamsters Launch Drive For Canadian Members*

A large-scale organizing drive is being put into operation throughout Canada by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC). Plans for the drive were formulated and announced at a two-day conference of teamster officials preceding the Trades and Labour Congress convention in Regina in August.

The conference, attended by James Hoffa, a Vice-president of the international brotherhood, whose headquarters are in Detroit, decided to establish three Canadian regional divisions and an over-all national committee to co-ordinate teamster locals in this country.

The three divisions—western, central and eastern—correspond to the organizational structure of the teamsters' union in the United States, which has a membership of about 1·4 million and is the largest union affiliated with the American Federation of Labor. Canadian membership totals about 30,000.

The three divisions will also work in harmony with their counterparts in the United States, and will receive from the international brotherhood as much money as they themselves put up to achieve the union's objective in Canada. Mr. Hoffa explained at a press conference that this objective was to organize all labour within the union's jurisdiction.

"We will do what is necessary in financing and planning to complete the organization of our jurisdiction," he said.

Already plans have been made by the western division to spend an initial $50,000 for expansion in Saskatchewan, Alberta and British Columbia, said Mr. Hoffa. The international union has matched the $25,000 put up by the Canadian locals forming the western division, and more money will be spent as needed.

The two other divisions, central and eastern, cover the provinces of Manitoba and Ontario, and the province of Quebec and the Maritimes, respectively. Each division will have its own offices and international organizing representative.

Regular meetings of each division will be held once every year prior to the TLC convention, Mr. Hoffa announced, adding that the teamsters' union in Canada will hold national conventions of its own.

Shortly before the Teamsters' conference in Regina, the parent body placed the Toronto Milk Drivers' Union and its $80,000 treasury under trusteeship and Mr. Hoffa's direct control. The entire executive of the local was removed from office.

Mr. Hoffa said the trusteeship decision was taken at the request of the local's own executive and was relayed to International President Dave Beck, who instructed him to take over.

The Teamsters' organization includes divisions for the automobile and petroleum industries, laundries and dry cleaners, bakeries, breweries, produce merchants and such miscellaneous drivers as those who work vending machine routes or who work for funeral parlours.

With regard to the proposed drive, Mr. Hoffa said "we have no intention of interfering with other international unions". The Teamsters have already decided to send an extra organizer into the Maritimes. The campaign in the western provinces will be headed by H. I. Bonnell of Vancouver and that in Manitoba and Ontario by I. C. Dodds of Windsor.

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## *Civic Workers in TLC Form National Union*

Establishment of a new union of civic and public workers to be affiliated with the Trades and Labour Congress of Canada was announced in Regina during the annual convention of the Congress.

The TLC formally issued charters for the new organization, which expects to have 19,000 members for a start, after a series of discussions with representatives of the National Federation of Public Service Employees. The Federation, a loose-knit association of small groups of municipal workers under the direct control of the Congress and headed by Garnet Shier of Toronto, was established in 1952 at the Winnipeg convention of the TLC (L.G., 1952, p. 1167).

Under the new arrangement, 105 local groups will be united under the name of the National Union of Public Employees as of January 31, 1954, and its collective membership will have autonomy within the TLC as a "national" union. It is expected that Mr. Shier will be the President of the new labour organization. Mr. Shier estimated the whole organizing field of civic employees within the TLC amounts to approximately 80,000 persons.

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### West German Jobless at Low

West German unemployment last month dropped to 878,622, the lowest post-war figure since records began in June 1948. The figure represented a drop of 55,751 from July, the West German Labour Office reported.

# Types of Retirement Policy in Canadian Industrial Pension Plans

**Recent widespread growth of pension plans has made firms formalize their retirement policy. All plans studied by Department of Labour provide "normal" retirement age, commonly 65 for men, 60 for women**

One significant result of the widespread growth of pension plans in Canada in the past dozen years has been the increasing extent to which firms have had to formalize their retirement policy.

Since the cost of a pension plan depends in part on the age at which benefits will become payable, it becomes necessary for an employer (or employer and union jointly if the plan is negotiated) to make policy decisions on a number of matters connected with retirement. These include not only the normal age of retirement, but whether or not retirement is to be compulsory at that age, what shall be the effect on the worker's pension rights if retirement is postponed, and whether to have different retirement policies for men and women workers.

This article reports how pension plans in effect in the larger Canadian firms deal with retirement policy. The 214 plans studied are all in firms each of which, including their branch establishments, employs at least 500 workers. The plans cover both salaried employees and wage earners, and are representative of most sectors of Canadian industry. Other characteristics of the plans were described in the first article in this pension series (see box).

> This is the second in a series of studies by the Economics and Research Branch, Department of Labour, dealing with various aspects of industrial pension plans. The first article, which appeared on pages 519-525 of the April issue, described contribution and benefit formulas. Later articles will deal with vesting and the extent to which pension plans are found in Canadian industry generally.

## Types of Retirement Policy

All the 214 plans examined provide a "normal" retirement age. In almost every plan this age is 65 for male employees but fewer than a quarter of the plans specify the same age for women; the age more commonly mentioned for female employees is 60.

Normal retirement age, however, is not necessarily the age at which the employee is obliged to retire. The actuarial calculations involved in the setting up of a pension plan make necessary the designation of a "normal retirement age" at which pension payments will normally become payable. However, it is quite possible, within the scope of a pension plan, to defer a worker's retirement past the so-called "normal" age. In such a case the payment of the pension may also be deferred and (frequently) its size increased; or, alternatively, provision may be made for the worker to receive his pension along with his salary.

Thus the adoption of a pension plan, while making necessary a considerable degree of formalization of retirement policy, need not affect the company's freedom to determine whether this policy shall be flexible or rigid.

A variety of factors will influence the decisions of an employer regarding retirement policy. Different retirement arrangements may be appropriate for managerial occupations, highly skilled jobs, or jobs requiring strenuous physical effort. On the other hand, the employee's desire to stay at work will depend largely on the size of his pension and on individual circumstances: family responsibilities, health, and the satisfaction he derives from working.

The present survey indicates that few pension plans are so rigid as to deprive employers irrevocably of the opportunity to retain the services of some of their experienced employees past their normal retirement age. Thus, in only a small minority of plans is retirement compulsory at normal retirement age (*see* Table 1); only 21 plans have clauses which clearly do not contemplate the possibility of deferred retirement.

Most of the remaining plans (164) specifically provide for the possibility of delayed retirement.* However, there is considerable variation in the amount of flexibility that the provisions of these plans permit.

*The remaining 29 plans could not be classified as to retirement policy, apart from their provision for a normal retirement age.

**TABLE 1.—EXTENT TO WHICH PROVISIONS FOR COMPULSORY RETIREMENT OR DELAYED RETIREMENT ARE FOUND IN 214 PENSION PLANS**

| | | |
|---|---|---|
| Plans with specific provision for compulsory retirement at normal retirement age | | 21 |
| Plans that permit postponement of retirement beyond normal retirement age | | 164 |
| —at employers' request | | |
| with later compulsory retirement age* | 5 | |
| with no specified compulsory retirement age | 53 | |
| —at employees' request | | |
| with later compulsory retirement age* | 17 | |
| with no specified compulsory retirement age | 66 | |
| —no formal request needed | | |
| with later compulsory retirement age* | 10 | |
| with no specified compulsory retirement age | 13 | |
| Plans with normal retirement age but no indication as to whether delayed retirement is permitted | | 29 |
| Total | | 214 |

* The total number of plans that permit delayed retirement but which also have a later compulsory retirement age is 32. Adding to these the 21 plans with compulsory retirement at normal retirement age, a total of 53 plans have a compulsory retirement age.

A few plans (13) contain no suggestion of compulsory retirement, either at normal age or later. In such cases the "normal" retirement age is in fact merely the "minimum" age at which the worker may retire and draw full pension benefits. He is at liberty to go on working beyond this age as long as his work is satisfactory to his employer, and no formal procedure is necessary to enable him to do so.

An additional ten plans are similarly flexible regarding "normal" retirement age but provide for compulsory retirement at a later age.

On the other hand, in the remaining 141 of the plans that provide for delayed retirement, the "normal" retirement age takes on more significance. In these plans retirement is expected to take place at this age and will in fact take place unless permission is granted for the employee to continue at work. Delayed retirement thus becomes a matter for specific decision.

In some of these plans (58), retirement is automatic unless the company decides to ask the employee to remain at work. The remaining 83 plans have a somewhat different procedure, under which the request to remain at work can be initiated by the employee. In either case, of course, delayed retirement is a matter for mutual agreement; but the second type of plan appears to leave more scope to the employee.

Presumably there is considerable variation from company to company in the strictness with which a clause of either kind is administered. Many of the plans, however, indicate that late retirement is permitted only under "special" circumstances; others appear to treat it as a more usual procedure. Twenty-two provide for a later compulsory retirement age. Under some plans the request for delayed retirement is considered by a joint board on which the employees or their union are represented. A number of plans state that cases of deferred retirement will be subject to annual review by the company.

Examination of files taken from a random sample of contracts administered by the Annuities Branch of the Department of Labour gives evidence of the variation in administrative practice of different companies. In some plans with a clause permitting delayed retirement, it is clear that almost all the employees are in fact retiring at normal retirement age; in others, a somewhat larger group (but in no case a majority) are taking advantage of the clause.

A thorough inquiry into the practices actually followed by employers is outside the scope of the present study. The significant fact brought out by examination of the retirement provisions of pension plans is that in a majority of the plans, the possibility of a flexible retirement policy exists, whether or not such a policy is actually followed in practice.

In addition to the clauses described above, most plans provide also for retirement at earlier than normal retirement age, in cases of sickness or for other reasons. The provisions of early retirement clauses were not analysed in the present study.

## Variations in Age of Retirement

The normal retirement age for men specified in almost all the plans (203 out of 214) is 65. Five plans go as high as age 70 and three as low as 60. With few exceptions, however, the plans reflect the popular concept of 65 as the age at which retirement either takes place or is at least seriously considered (*see* Table 2).

**TABLE 2.—NORMAL RETIREMENT AGE FOR MEN AND WOMEN SPECIFIED IN 214 PLANS**

| Ages | Men | | Women | |
|---|---|---|---|---|
| | No. | % | No. | % |
| 70 | 5 | 2·3 | 2 | 1·0 |
| 68 | 1 | ·5 | 1 | ·5 |
| 65 | 203 | 94·8 | 47 | 24·0 |
| 62 | 1 | ·5 | ..... | ..... |
| 61 | 1 | ·5 | ..... | ..... |
| 60 | 3 | 1·4 | 130 | 66·3 |
| 55 | ..... | ..... | 16 | 8·2 |
| | 214 | 100·0 | 196* | 100·0 |

*In 18 firms, either there are no women employees or the plan applies to men employees only.

**TABLE 3.—DISTRIBUTION OF 196 PLANS COVERING BOTH MALE AND FEMALE WORKERS, SHOWING NORMAL RETIREMENT AGES**

| Normal Retirement Age | | Number of Plans | Per Cent of Plans |
|---|---|---|---|
| Men | Women | | |
| 70 | 70 | 1 | ·5 |
| 70 | 65 | 4 | 2·0 |
| 68 | 68 | 1 | ·5 |
| 65 | 70 | 1 | ·5 |
| 65 | 65 | 43 | 22·0 |
| 65 | 60 | 128 | 65·3 |
| 65 | 55 | 14 | 7·2 |
| 62 | 60 | 1 | ·5 |
| 60 | 60 | 1 | ·5 |
| 60 | 55 | 2 | 1·0 |
| Total..... | | 196 | 100·0 |

For women there is much less uniformity in normal retirement age. The most commonly specified age, 60, is found in only two-thirds of the plans. An appreciable number specify 65 or 55, and two go as high as 70.

Comparing the normal retirement ages mentioned in the same plan for men and women (Table 3) it appears that in most cases women are expected to retire about five years earlier than male employees. This is the case in about two-thirds of the plans (134 out of 196). In most of the other plans the normal retirement age is the same for both sexes, but in 14 plans the age for women is 10 years less than for men. In one case the age given for women is five years greater than for men covered by the plan.

Women in general have a longer life expectancy than men. Thus, even if female employees retire at the same age as men, it is more costly to provide them with a pension. It is even more costly to provide them with a pension, of course, if they retire at an earlier age than men.

Among the 53 plans which have a compulsory retirement provision (*see* Table 4), 70 is the age most frequently designated. Most of the remaining plans specify 65. In only one case is retirement compulsory below age 65, while in two cases retirement is not obligatory until age 75.

For women the compulsory principle sometimes applies as low as age 60 (17 plans), although 13 plans specify age 65, and 18 plans age 70 as the age for compulsory retirement.

## Effect of Late Retirement on Pensions

In plans where actual retirement may take place at later than the normal retirement age, several decisions must be reached as to the effect of late retirement on the employee's pension contributions and on his benefit rights.

As to contributions, almost all the plans studied indicate (if they are contributory) that the employee's contributions to the pension fund will cease at normal retirement age. Of the 164 plans that allow delayed retirement, only nine provide for the continuation of contributions, either until actual retirement or until a specified maximum age, usually 70.

The question also arises as to when pension benefits will start. From the point of view of the agency underwriting the plan, the employee becomes entitled to his pension at normal retirement age, and many plans accordingly provide that his

**TABLE 4.—AGE AT WHICH RETIREMENT BECOMES COMPULSORY IN 53 PLANS WITH A COMPULSORY PROVISION**

| Retirement Age | RETIREMENT COMPULSORY | | | | Total | |
|---|---|---|---|---|---|---|
| | at Normal Retirement Age | | at Later than Normal Retirement Age | | | |
| | Male | Female | Male | Female | Male | Female |
| | No. of Plans | No. of Plans | No. of Plans | No. of Plans | No. of Plans | No. of Plans |
| 75 | ..... | ..... | 2 | ..... | 2 | ..... |
| 70 | 1 | ..... | 26 | 18 | 27 | 18 |
| 69 | ..... | ..... | 1 | 1 | 1 | 1 |
| 68 | ..... | ..... | 2 | 1 | 2 | 1 |
| 66 | ..... | ..... | 1 | 1 | 1 | 1 |
| 65 | 19 | 4 | ..... | 9 | 19 | 13 |
| 62 | 1 | ..... | ..... | ..... | 1 | ..... |
| 60 | ..... | 17 | ..... | ..... | ..... | 17 |
| Total | 21 | 21 | 32 | 30 | 53 | 51 |

NOTE: In two firms either there are no female employees or the plan applies to male employees only.

pension will in fact start at that age, regardless of whether he actually retires then or not. Under such plans the employee, if he continues to work, draws both his pension and his salary or wages.

Alternatively, pension payments may commence at actual retirement. The 150 plans for which information was available on this point were fairly evenly divided, with 68 plans specifying that the pension starts at normal retirement age and 79 that it starts at actual retirement. In three cases the employee is given his choice of the two methods (*see* Table 5).

When pension payments are deferred, the employee usually becomes eligible for a higher pension, the actuarial equivalent of the amount he was entitled to at normal retirement age (44 plans out of 62 for which information was available). In 18 plans, however, the pension is the same as would have been received at normal retirement date. In these latter cases, of course, postponing the retirement of an employee means a lowering in the cost of the pension plan, thus providing a certain inducement to the employer to permit late retirement.

Actuarial calculations show a saving of 7 to 10 per cent for each year of late retirement when pension payments are deferred. This saving is accounted for, first, by the accruing interest on the unpaid capital sum, and second, by the lesser number of years for which pension payments will eventually have to be made. It may be applied either to increase the size of the pension (as in the 44 plans referred to above) or to lower its cost (as in the remaining 18).

As an example of how late retirement may be used to increase pension benefits, one may consider a hypothetical sum of $8,000, fully funded for a given male employee who has attained normal retirement age of 65. According to the 1937 Standard Annuity Table currently used by most underwriters, a man of 65 will live, on the average, 14·4 years. The sum of $8,000 would yield at 3 per cent an annual pension of approximately $721 if pension payments start at 65. If actual retirement is postponed for three years, life expectancy is reduced to an average of 12·7 years, according to the table. Meanwhile, if 3 per cent compound interest has accrued to the original $8,000, the worker will become eligible at 68 for a yearly pension of $877.

On the other hand, if the worker's annual pension is not increased, that is if at age 68 he receives only the $721 he would have received had he retired at age 65, the cost of providing his pension will have been reduced from $8,000 to $6,300.

**TABLE 5.—METHOD OF PENSION PAYMENT IN 164 PENSION PLANS THAT PERMIT DELAYED RETIREMENT**

*When Pension Payments Start*

| | |
|---|---|
| Plans that permit delayed retirement | 164 |
| Pension payments start at normal retirement age | 68 |
| Pension payments start at actual retirement | 79 |
| Option | 3 |
| No information | 14 |
| Total | 164 |

*Size of Pension, when Payment Starts at Actual Retirement*

| | |
|---|---|
| Pension payments start at actual retirement (including three optional plans) | 82 |
| Pension is increased to actuarial equivalent | 44 |
| Pension is same at actual retirement as at normal retirement age | 18 |
| No information | 20 |
| Total | 82 |

## Conclusion

There has been much interest in recent years, both in Canada and other countries, in the employment problems of the older worker. Attention has frequently been called to the wastage, both economic and social, caused by the compulsory retirement of employees at a fixed age, whether or not they are still able to perform their duties capably.

The main purpose of a pension plan is to provide security for the worker in his old age. The fear has sometimes been expressed that the widespread introduction of industrial pension plans in some cases produces the conflicting result of actually reducing the income of older workers by enforcing their retirement while they are still fully competent to carry on in their regular employment.

Compulsory retirement may have the effect of throwing the worker into the labour market at an age when it is difficult for him to find a new job, even though his skill and experience would still have been extremely useful to his old employer, either in his accustomed job or in work of a somewhat less arduous nature.†

Fortunately, as the present study has shown, it is entirely possible for an employer both to provide the advantages of a pension plan and also to maintain a flexible retirement policy under which the actual time of retirement is a matter that

†The steps that some Canadian employers have reported they are taking as a means to facilitate the continuance in employment of the older worker will be described in a forthcoming issue.

## TABLE 6.—DISTRIBUTION OF PLANS BY TYPE OF RETIREMENT POLICY AND BY NORMAL RETIREMENT AGE

| Normal retirement age | Retirement compulsory at normal retirement age | Delayed Retirement Permissible | | | | | | No information as to retirement policy except as to normal retirement age | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | At employer's request | | At employee's request | | No formal request needed | | | |
| | | With later compulsory retirement age | With no specified compulsory retirement age | With later compulsory retirement age | With no specified compulsory retirement age | With later compulsory retirement age | With no specified compulsory retirement age | | |
| | No. of Plans | No. of Plans | No. of Plans | No. of Plans | No. of Plans | No. of Plans | No. of Plans | No. of Plans | No. of Plans |
| *Male* | | | | | | | | | |
| 70 | 1 | — | 1 | — | — | 1 | — | 2 | 5 |
| 68 | — | — | 1 | — | — | — | — | | 1 |
| 65 | 19 | 5 | 51 | 17 | 65 | 8 | 12 | 26 | 203 |
| 62 | 1 | — | — | — | — | — | — | — | 1 |
| 61 | — | — | — | — | 1 | — | — | — | 1 |
| 60 | — | — | — | — | — | 1 | 1 | 1 | 3 |
| Total | 21 | 5 | 53 | 17 | 66 | 10 | 13 | 29 | 214 |
| *Female* | | | | | | | | | |
| 70 | — | — | 1 | — | — | — | — | 1 | 2 |
| 68 | — | — | 1 | — | — | — | — | — | 1 |
| 65 | 4 | 2 | 16 | 3 | 12 | 5 | 1 | 4 | 47 |
| 60 | 17 | 3 | 33 | 13 | 45 | 3 | 4 | 12 | 130 |
| 55 | — | — | — | — | 2 | 1 | 7 | 6 | 16 |
| Total | 21 | 5 | 51 | 16 | 59 | 9 | 12 | 23 | 196 |

can be considered on an individual basis for each worker, in the light of his own needs and wishes and those of his employer.

The study of retirement provisions in 214 plans indicates that most formal pension plans do not in themselves constitute a barrier to the retention in employment of the efficient older worker. The provisions of the majority of the plans studied are not rigid and inflexible but do allow scope for the exercise of a considerable amount of flexibility in retirement policy. However, the extent to which those who administer retirement policies make use of optional features in their plans is not known.

The continued existence in industrial pension plans of a comparatively early "normal" retirement age is obviously important in that it preserves the worker's freedom to retire if he so wishes. But the trend towards longer life expectancy will make it increasingly desirable, for broad economic and social reasons as well as from the point of view of the individual worker and his employer, that the freedom be also retained for the worker to continue on the job if he so wishes as long as he is capable of competent performance, and for his employer thus to benefit by his skill and experience.

### CORRECTION

In the first article in the present series of pension studies (L.G., April, pp. 519-525), the third sentence of the fourth paragraph of the first column of page 524 was misplaced. The sentence reads as follows: "Provisions of this kind are frequently found in those plans which have been negotiated through collective bargaining." It should have been placed after the second sentence of the second paragraph in column two of page 524. It should refer to benefits of a flat amount per year of credited service, and not to benefits based on average earnings of an employee during his last ten years of service.

# 69th Annual Convention of the Trades and Labour Congress

**Three decisions mark turning-points in TLC history: election of new president, approval of draft no-raiding agreement and confirmation of expulsion of last Communist-led union in the Congress. Resolution condemning Government's action in rail dispute one of few dealt with**

The 69th annual convention of the Trades and Labour Congress of Canada, held at Regina August 23 to 28, made three decisions of major importance, decisions that mark turning-points in the Congress' 81-year history: the election of a new president, the approval of a draft no-raiding agreement with the Canadian Congress of Labour, and the confirmation of the executive council's expulsion of the last Communist-led union in the organization.

Time had almost run out before the 695 delegates began to deal with the 241 resolutions submitted; by dispensing with the reading of the French translation of the resolutions and with almost all discussion on the convention floor, they managed on the last day—extended well beyond the traditional adjournment time—to vote on almost 100 of them.

Although unemployment was described by President Percy Bengough in his opening address as "the issue with the highest priority for consideration and decision" and was made the subject of more than a score of resolutions, debate on the question was sharply curtailed by the imminent approach of the time for adjournment. The convention adopted a resolution calling for the construction of public works, a ban on overtime and a program of limited free trade and urging employed members to refuse to accept second jobs.

After Frank Hall, chairman of the non-operating railway employees' negotiating committee, had given the convention his version of the decision to submit the current rail dispute to arbitration (see page 1228), the delegates unanimously approved an emergency resolution "deploring and condemning" the Government's action in



**President Emeritus Congratulates President-Elect**

New President Claude Jodoin (left) is complimented by retiring President Percy Bengough

"forbidding exercise of the right to strike and imposing arbitration". The same resolution also called for the maintenance of rates of pay and working conditions for railway employees "at least on a level comparable with those in effect in other major Canadian industries".

Claude Jodoin, 41-year-old President of the Montreal Trades and Labour Council and a TLC Vice-President for the past five years, won out in a three-way contest for the Congress presidency vacated by Percy R. Bengough after 12 years in the post. Mr. Bengough was later named to fill the newly-created office of President Emeritus.

George P. Schollie, Vice-President in Canada of the International Association of Machinists, was elected to succeed Mr. Jodoin as Vice-President for the Quebec region.

After allowing a delegation from the union ample time to make an appeal on the convention floor, the delegates overwhelmingly voted to sustain the expulsion of the United Fishermen and Allied Workers' Union, a British Columbia federation of fishermen and cannery workers' organizations, that was ordered by the TLC executive council shortly after the 1953 Ottawa convention (L.G., Sept. 1953, p. 1257).

## The President-Elect

The new President of the Trades and Labour Congress of Canada, 41-year-old Montrealer Claude Jodoin, has held many public and labour offices since joining the ranks of trade unionism in 1937.

Organizer and manager, since that year, of the Montreal Joint Board (Dressmakers) of the International Ladies Garment Workers' Union (AFL-TLC), Mr. Jodoin has been President of the Montreal Trades and Labour Council for the past eight years and a Vice-President of the TLC for the last five.

President of the TLC's Standing Committee on Racial Discrimination since its establishment in 1946, he has also served as President of the TLC Union Label Trades Department since its creation in 1952.

Mr. Jodoin has represented Canada at Geneva as a Workers' delegate at the General Conferences of the International Labour Organization since 1950, and has been a Deputy Worker member of the ILO Governing Body since 1951. He is also on the executive of the International Confederation of Free Trades Unions.

Active in politics, the new president of the TLC was an alderman in Montreal, from 1940 to 1942, and has been a city councillor, representing labour, since 1947.

A former national president of the Young Liberals, he sat as a Liberal member for Montreal-St. James in the Quebec Legislature from 1942 to 1944.

Mr. Jodoin studied at Ste. Marie's and Brebeuf's Colleges, in Montreal.

Perfectly bilingual, he is the first French-Canadian President of the TLC since Alphonse Verville held that post, in 1908.

Mr. Jodoin married the former Liliane Cook, in 1948. They have no children.

The Congress later amended its constitution to require that persons bringing before a convention an appeal against expulsion or suspension must be able to meet the constitutional requirements of credentialled delegates. As the constitution prohibits Communists from being accredited, this move effectively thwarts further appeals against expulsion on the grounds of Communist adherence.

Hon. Milton F. Gregg, who has addressed every TLC convention since his appointment as Minister of Labour in 1950, was among the guest speakers at the Regina convention. Others who spoke were Premier Thomas C. Douglas of Saskatchewan; Hon. C. C. Williams, Saskatchewan Minister of Labour; Mayor L. H. Hammond of Regina; Commissioner R. J. Tallon of the Unemployment Insurance Commission; Sir Archibald Gordon, British Labour Attache at Washington; J. L. Phelps, Chairman of the Saskatchewan Farmers' Union and President of the Interprovincial Farm Union Council; Richard F. Walsh, President of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators; and the two fraternal delegates, Tom O'Brien, MP, a former Chairman of the British Trades Union Congress, and R. G. Soderstrom, President of the Illinois Federation of Labour (AFL).

Convention arrangements were handled by the Regina Trades and Labour Council under the direction of Council President Verne Metheral.

### Election of Officers

The TLC's first presidential election in 11 years—Mr. Bengough always won acclamation—gave the Congress its youngest chief in its 81-year history and its first French-Canadian president since 1908. The 1954 election also gave the Quebec regional vice-presidency, for the first time, to a non-French-speaking candidate.

The holders of the remaining seats on the executive council were all re-elected.

Claude Jodoin (see box above) triumphed on the first ballot in a three-way contest, gaining 355 votes, a clear majority of the 679 cast. R. K. Gervin, TLC Vice-President for the Pacific region and Chairman of the British Columbia Provincial Executive Committee, gathered 172 votes and A. F. MacArthur, President of the Ontario Provincial Federation of Labour, collected 151. Two other nominees declined to run. They were William Jenoves, TLC Vice-President for the Ontario region, and Les. E. Wismer, TLC Director of Public Relations and Research.

Secretary-Treasurer Gordon G. Cushing was returned by acclamation.

Only one of the sitting Vice-Presidents faced opposition, Carl E. Berg, Prairie region Vice-President. The three-way contest for this position went to the second ballot before Mr. Berg gained a majority. The other two contenders were R. P. Rintoul, President of the Alberta Federation of Labour, and Donovan Swailes, MLA, an officer of the American Federation of Musicians from Winnipeg.

On the first ballot, of 657 unspoiled votes cast, Mr. Berg gained 272, Mr. Swailes 220 and Mr. Rintoul 165. On the second ballot, with Mr. Rintoul dropped from the running, Mr. Berg collected 342 votes to Mr. Swailes' 306.

A contest for the Quebec regional vice-presidency was obviated when the first nominee, Roger Provost, President of the Quebec Federation of Labour, declined*; he immediately nominated George P. Schollie, Vice-President in Canada of the International Association of Machinists, who won the seat by acclamation.

Re-elected by acclamation were James A. Whitebone, Maritime Vice-President; William Jenoves, Ontario Vice-President; and R. K. Gervin, Pacific Vice-President.

Three delegates were nominated for election as TLC fraternal delegate to the American Federation of Labour: Verne Metheral, President of the Regina Trades and Labour Council; Joseph Connolly, Toronto, organiser for the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry; and Jack Foster, of Regina Local 205, Interna-

* Mr. Provost on September 2 was elected a Vice-President of the United Textile Workers of America (AFL), of which he is Quebec Provincial Director, at the union's annual convention at Atlantic City.

## Text of Proposed TLC-CCL No-Raiding Agreement

1. As used herein the term "Congress" means The Trades and Labour Congress of Canada and the Canadian Congress of Labour; the term "union" means any national or international union affiliated with either The Trades and Labour Congress of Canada or the Canadian Congress of Labour which is signatory hereto and each of the Congresses; the term "local" means any local union, council, joint board, or other organization engaged in the representation of employees, which is a part of, subsidiary to or chartered by a union as herein defined, and also includes any federal union, department, local industrial union, organizing committee or council engaged in the representation of employees which is chartered directly by either of the Congresses; the phrase "established bargaining relationship" means any situation in which a union or a local, as herein defined, either (a) has been recognized by the employer (which for this purpose shall include any governmental agency) as the collective bargaining representative for the employees involved for a period of one year or more, or (b) is certified by the Canada Labour Relations Board or any Provincial Labour Relations Board, as the collective bargaining representative for the employees.

2. The Trades and Labour Congress of Canada and each union signatory hereto affiliated with it, and each of them, agrees that neither it nor any of its locals will, directly or indirectly, (a) organize or represent or attempt to organize or represent employees as to whom an established bargaining relationship exists with the Canadian Congress of Labour or with any union which is signatory hereto affiliated with the Canadian Congress of Labour, (including any of the locals of such union); (b) seek to represent, or obtain the right to represent, such employees or to disrupt the established bargaining relationship, or (c) engage in any cessation of work or refusal to transport, instal or otherwise work on or with materials or any other form of concerted activity in support of an attempt to organize or represent such employees by a union other than the union which has the established bargaining relationship.

3. The Canadian Congress of Labour and each union signatory hereto affiliated with it, and each of them, agrees that neither it nor any of its locals will, directly or indirectly, (a) organize or represent or attempt to organize or represent employees as to whom an established bargaining relationship exists with The Trades and Labour Congress of Canada or with any union which is signatory hereto affiliated with The Trades and Labour Congress of Canada, (including any of the locals of such union); (b) seek to represent, or obtain the right to represent, such employees or to disrupt the established bargaining relationship; or (c) engage in any cessation of work or refusal to transport, instal or otherwise work on or with materials or any other form of concerted activity in support of an attempt to organize or represent such employees by a union other than the union which has the established bargaining relationship.

4. Each of the parties signatory hereto agrees to file with the Secretary-Treasurer of the Congress with which it is affiliated the name and address of a representative who is authorized to receive all complaints of violation of this agreement. The Secretary-Treasurer of each Congress shall transmit such names and addresses to the Secretary-Treasurer of the other contracting Congress, who shall make distribution of such information to each of the unions signatory hereto affiliated with his Congress. If any party shall fail to comply with this provision, the President of that organization shall be deemed to be such representative.

5. Each of the parties hereto agrees to settle all disputes which may arise in connection with this agreement in accordance with the following procedure:

(a) Any union a party hereto which claims that any other union a party hereto (including any local of such a union) which is affiliated with the other Congress has violated the provisions of this agreement shall immediately notify in writing the representative of the union complained against, designated in accordance with paragraph 4 of this agreement, and shall also notify the Secretary-Treasurer of the Congress with which that union is affiliated.

tional Brotherhood of Bookbinders. Mr. Foster declined to run and Mr. Metheral won the election by 233 to 154.

Two ballots were required to elect the fraternal delegate to the British Trades Union Congress. For the first time in Congress history, the convention elected a woman to this position. She is Mrs. Emily Ross, Canadian organizer of the United Garment Workers of America. Five were nominated but TLC Vice-President William Jenoves declined. The four who entered the contest were Mrs. Ross, W. M. Black of Vancouver Hospital Employees' Federal Union No. 180; Robert H. Brown of Toronto Local 10, International Printing Pressmen and Assistants' Union; and J. Nelson Cox, Vice-President in Canada of the Journeymen Barbers International Union.

Voting on the first ballot was as follows: Mrs. Ross 246, Cox 163, Black 87 and Brown 83. Results on the second ballot were: Mrs. Ross 267, Cox 137 and Black 47.

## Text of Proposed TLC-CCL No-Raiding Agreement (Continued)

(b) The authorized representatives of the unions involved shall make every effort to settle the dispute.

(c) In the event the dispute is not settled within 15 days after the mailing of the notification provided for in paragraph (a), the Secretary-Treasurers of the Congresses, or their designated representatives, shall meet to attempt to achieve compliance with this agreement.

(d) In the event that the authorized representatives of the unions involved are unable to settle the dispute within 15 days after the mailing of the notification provided for in paragraph (a), either union or the Secretary-Treasurer of either Congress may, not earlier than five days thereafter, submit the dispute to the Impartial Umpire herein provided for.

(e) In any dispute submitted to him in accordance with the provisions of this paragraph, the Impartial Umpire shall have jurisdiction only to determine whether the acts complained of constitute a violation of this agreement.

(f) A complaining union may withdraw its complaint of violation of this agreement at any time prior to decision by the Impartial Umpire, in which event the pending proceeding shall terminate.

6. The parties hereto agree that the Impartial Umpire under this agreement shall be jointly appointed by the President of the Canadian Congress of Labour and the President of The Trades and Labour Congress of Canada. The Impartial Umpire shall decide any case referred to him within 30 days unless an extension of time is agreed to by the parties to the dispute or is requested by the Umpire and agreed to by the parties. The decision of the Impartial Umpire in any case referred or submitted to him under the terms of this agreement shall be final and binding.

7. Each of the parties signatory hereto agrees that, in any case in which it is found that it, or any of its locals, has violated the provisions of this agreement, it will cease such violation and will not, directly or indirectly, during the term of this agreement, represent or seek to represent the employees involved, and that it will, in addition, take the following remedial action upon request of the complaining union:

(a) Any petition for representation rights filed with the National Labour Relations Board, or any Provincial Labour Relations Board will be immediately withdrawn.

(b) Any claims for recognition which may have been submitted to the employer will be withdrawn immediately.

8. Each union signatory hereto agrees to be bound by the provisions of this agreement with respect only to such unions affiliated with the other Congress as are then signatory hereto or which may thereafter become signatory hereto. The parties further agree that any party to this agreement to whom they are so bound shall have the right to institute such actions or proceedings as may be necessary to compel compliance with the terms of this agreement only after exhausting all of the steps provided herein.

9. (a) The Trades and Labour Congress of Canada and the Canadian Congress of Labour agree that this agreement will be submitted for approval to their respective conventions next forthcoming.

(b) All of the parties signatory hereto agrees that this agreement shall not become effective unless both of such conventions approve the agreement and that, if so approved, the agreement shall then become effective on January 1st, 1955, as to all parties then signatory to it; the agreement shall become effective with respect to parties who become signatories to it subsequent to January 1st, 1955, on the date of their signature.

(c) This agreement shall not apply to disputes in which representation proceedings are pending before the Canada Labour Relations Board, or any Provincial Labour Relations Board, on January 1st, 1955, and so long as such proceedings are pending. Both organizations will exercise their best efforts, in the interim, to minimize such disputes.

10. This agreement shall expire on....

.....

11. This agreement, and its faithful observance is the first and essential step toward the achievement of organic unity between The Trades and Labour Congress of Canada and the Canadian Congress of Labour, a goal to which both organizations wholeheartedly subscribe. It is the intention of both parties to continue their joint meetings in the endeavour to achieve this objective.

IN WITNESS WHEREOF, the parties hereto by the authorized representatives have hereunder set their hands and seals.

## Draft No-Raiding Agreement

A proposed no-raiding agreement between the TLC and the Canadian Congress of Labour, recognized by both organizations as a necessary preliminary to eventual organic unity, was approved almost unanimously. CCL endorsation of the agreement will be sought at that body's annual convention in Toronto this month.

The agreement was drafted in joint meetings of the committees established by both congresses last December (L.G., Jan., p. 23) "to explore the further steps that should be taken to bring about closer relations between the national central bodies of organized labour in Canada".

If approved by the CCL, the agreement will be binding at first only on the unions directly chartered by each congress; the TLC has 372 of these and the CCL almost 200. International unions affiliated with either congress will have to decide individually whether to sign or not.

Two important international unions affiliated with the TLC announced that their unions would not be party to the pact. Andrew V. Cooper, Canadian representative of the United Brotherhood of Carpenters and Joiners, during the debate on the proposal said: "Our Canadian locals are not going to be party to this pact until we receive instructions from our international." In a press interview prior to the convention's opening, James R. Hoffa, a Vice-President of the International Brotherhood of Teamsters, explained that his union's constitution demands that "we organize our jurisdiction" and for that reason the Teamsters had not signed the AFL-CIO no-raiding pact in the United States. "We are going to organize the Teamsters' jurisdiction," he said.

A joint policy statement introducing the draft no-raiding agreement declares that "the elimination of raiding would contribute to the strength of the unions affiliated with both congresses, would materially benefit all Canadians by eliminating a source of industrial unrest and conflict and would remove a serious barrier to ultimate organic unity between the two congresses".

The statement recommends that both congresses urge their affiliated unions to become parties to the no-raiding agreement.

If the CCL approves the agreement, it will become effective January 1, 1955.

Many well-known labour figures who were delegates, including Frank Hall, of the Brotherhood of Railway and Steamship Clerks, and Russell Harvey, of the International Photo Engravers' Union, rose to support the recommendation of the committee on officers' reports that the agreement be approved. One delegate commented that before signing a no-raiding agreement with the CCL the TLC should ban raids by one of its affiliates on another.

Finally, George P. Schollie, who the next day was elected Vice-President for the Quebec region, after mentioning the no-raid pact between his union, the International Association of Machinists, and the CIO-CCL United Auto Workers (L.G., June, p. 772), said: "The only way to get workers to switch unions is to make promises. When those promises are not kept, the workers are disgruntled. They will not return to their own union—they will not admit their mistake—and the result is they are lost to the labour movement."

The vote for approval of the draft agreement was almost unanimous.

## Expulsion of Fishermen's Union

Sole survivor of the TLC's purge of Communist-dominated unions that had its beginning at the 1949 convention in Calgary, the 8,500-member United Fishermen and Allied Workers' Union was expelled from the Congress when delegates at this year's convention almost unanimously voted to confirm the union's suspension ordered by the executive council last August. Only three delegates favoured lifting of the suspension.

The Congress extended an invitation to the union's members, however, to rejoin the TLC ranks if they were "willing to accept and abide by the Constitution," which since its amendment at the 1950 convention has denied convention credentials to known Communists and has barred unions officered by Communists from affiliation.

The union was given a generous allotment of time to appeal its suspension by the TLC executive. The convention committee on officers' reports spent three hours hearing an appeal by a delegation from the union. Then the union was allowed 30 minutes in which to place its appeal before the 695 delegates at the convention. This was later extended to 45 minutes when the presentation of the appeal was not completed at the end of the half-hour.

The report of the executive council explained the reasons for the suspension. It cited the union's "very definite leanings towards Communism" and gave brief biographies of its Secretary, Homer Stevens, and its business agent, Alex Gordon. The former, the report stated, had attended a youth conference "sponsored by Soviet-dominated groups" at Prague in 1947 and from there had gone to Yugoslavia, where he was awarded the Order of Labour,

Second Class, by Marshal Tito. He was a Labour-Progressive Party candidate in the 1953 federal election. The latter was an LPP candidate in the 1949 provincial election in British Columbia and an LPP-endorsed candidate in several Vancouver civic elections.

In its appeal to the committee on officers' reports, Chairman Joseph Connolly reported, the union stated it sincerely desired to maintain its affiliation with the TLC. Under questioning by committee members, however, the union's representatives replied that they were willing to abide by the TLC constitution only in so far as it did not conflict with the union's constitution.

The Fishermen consider the amendments to the TLC constitution that exclude from membership unions officered or controlled by Communists or members of the LPP to be discriminatory on political grounds.

"They consider that it would be necessary to have these sections deleted in order to make the Congress constitution acceptable to them," Mr. Connolly reported.

The union's appeal before the convention took the form of a reading by Homer Stevens, the union's Secretary, of a policy statement adopted at the union's 10th annual convention in March.

The "policy" statement charged that the TLC constitution bore a "Taft-Hartley label"; that the TLC executive had "adopted the tactics of Senator McCarthy"; and that unions must "conform" to the TLC executive's wishes or "be thrown out". It said the UFAWU was "proud" of its policy, which the TLC executive described as "leanings towards Communism," and listed some of the points in the union's platform; recognition of the People's Republic of China, an end to the cold war, peaceful settlement of international disputes, peaceful trade with all countries.

The statement asserted that the UFAWU was "wrongfully and unconstitutionally" suspended. Nowhere in it was there a denial that the union's officers were Communists.

When the reading of the statement ended, A. T. Alsbury, President of the Vancouver, New Westminster and District Trades and Labour Council, said: "If the delegates here have not heard a Communist party-line statement before, they have heard one this morning; it was Communist to the core."

President Bengough then entered the discussion. He reported that two years ago both Stevens and Gordon had assured him they had left the Labour-Progressive Party but later told him, while assuring him they had been telling the truth at that time, that they had gone back to the Party.

"I believe," Mr. Bengough continued, "that the majority of the officers in that union, and the appointed officials, are almost 100 per cent believers in the Communist philosophy and members of the Labour-Progressive Party.

"They claim," he concluded, "that this great army is out-of-step with Johnny Fisherman. They want us to change our constitution; they don't mention changing theirs.

Mr. Connolly then read his committee's recommendations:

> Your committee finds that the attitude of the union, as expressed by its representatives, is incompatible with the spirit and letter of the Congress constitution and recommends that the suspension be upheld until they are prepared to accept and abide by majority decisions of the membership of the Congress as embodied in the constitution.
>
> Your committee wishes to take this opportunity to draw to the attention of delegates and of members of the Fishermen's Union that under the provisions of the Congress constitution machinery exists for the admission of any group of workers willing to accept and abide by the constitution; and we would welcome either the whole organization or any division of it who are willing to abide by the constitution.

Only three delegates voted against this recommendation.

## Unemployment

As a solution to unemployment, the TLC urged the Government to implement the employment policy "stated in the White Paper of Employment presented by the Minister of Reconstruction in 1945". Specifically the convention called for immediate enactment of a program of public works, low-rental housing and power development.

The 14 resolutions on unemployment were not placed before the delegates until the last day, when, despite President Bengough's suggestion in his opening address that the subject be given the highest priority, discussion was curtailed in the rush to complete the convention. Only 19 delegates spoke in the debate.

One speaker, Plumbers' Organizer John W. Bruce of Toronto, said dumping was one cause of unemployment in Canada. He singled out the importation of glass beer bottles from Britain, charging that this practice had thrown almost 500 Canadian glass bottle blowers out of work.

George R. Bengough of Vancouver criticized the importing of "ready-made" houses from Europe at a time when 300 carpenters in his city were looking for work.



**Minister of Labour in Conference with TLC Vice-President**

Hon. Milton F. Gregg (left) and James A. Whitebone talk things over at TLC convention

Another Toronto delegate, Robert H. Brown of the International Printing Pressmen and Assistants' Union, recounted how the tariff imposed on United States publications "in the Bennett era" resulted in full employment for Toronto printers. "One hundred new publications came in," he said. "When the tariff was removed by the King Government, 94 of them returned to the United States.

"We must have some protection for our industries," he concluded.

Other speakers offered other solutions: the widening of Canada's overseas markets, the establishment of a six-hour day and five-day week, a unified plan for natural resource development and "a campaign to get the vote out and elect the people we want, the people we can talk to when we go to the Federal Government".

Elmer J. Small, a Toronto machinist, said there were five causes of unemployment: overproduction, poor distribution, immigration without consideration for the types of labour needed, under-consumption, and the loss of foreign markets. His remedy for the last was the acceptance by Canada of the currency of other countries.

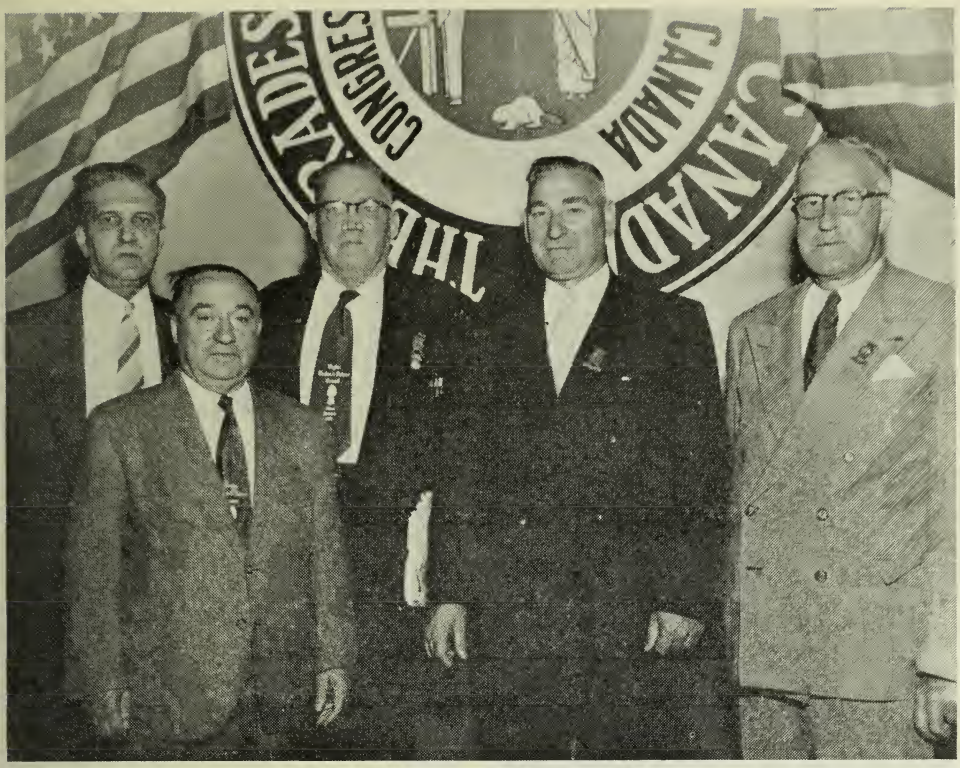
Charles Stewart, Vancouver street railwayman said: "If the Government contemplates production in 1954 only equal to 1953, it contemplates an increase in unemployment this winter, because the increase in the labour force is 2 per cent per annum.

"We must let the Government know that the people of Canada are no longer prepared to accept the conditions of the hungry thirties," he declared.

L. H. Rosen of the Toronto District Trades and Labour Council pointed out that the Federal Government was not the only one involved. "All three levels of government must get together and work out what they are going to do about this problem," he said.

Ken Green of the Halifax and District Trades and Labour Council suggested that delegates "start doing some research with eyes a little farther in the future and help the TLC to form a plan that is not an aspirin-tablet solution".

L. Glasser, Regina carpenter, warned the convention: "If we do not take this problem seriously, we will have no Congress; you can't organize unemployed workers."




**TLC Vice-Presidents for 1954-55—(left to right)—George P. Schollie, newly-elected Vice-President for the Quebec region; William Jenoves, Ontario region; Carl Berg, Prairie region; R. K. Gervin, Pacific region; and James A. Whitebone, Maritime region. Mr. Schollie is the only newcomer on the TLC executive council.**

Orville Braaten, Vancouver paper mill worker, summed up the criticism of many delegates about the delay in bringing the resolutions on unemployment before the convention when he said: "We are conversant with the problem of unemployment because we have had five days of it here."

The resolution approved by the convention covered others recommending, among other things: positive economic planning to eliminate seasonal unemployment and a vastly increased program of economic aid to underdeveloped countries.

Another resolution on unemployment that was adopted by the convention instructed the incoming executive to make a special study of Canadian economic affairs for the purpose of discovering ways and means of preventing unemployment.

Because excessive overtime is a contributing factor to unemployment, the convention adopted another resolution instructing the TLC's provincial organizations to press for legislation restricting overtime. Another resolution stated that workers should not accept other employment that would increase their work-week beyond 40 or 44 hours.

## Railway Dispute

On the convention's first day the delegates unanimously agreed to suspend the rules of procedure to allow Frank Hall, Chairman of the Negotiating Committee for the non-operating railway workers currently involved in a dispute with Canada's railways, to speak and "clear up" some questions in connection with the dispute that came close to causing the second railway strike in the nation's history. Mr. Hall spoke for 25 minutes.

Four days later, the resolutions committee, acting on a motion submitted by President Bengough, brought in a resolution that "deplored and condemned" the Government's action in "imposing" arbitration. It carried unanimously.

Mr. Hall's address was a review of the negotiations up to the time the dispute went to arbitration, an explanation of the union's demands, a criticism of the railway companies' behaviour during the



**Frank Hall**

Reports on Rail Dispute

negotiations and a warning to the Congress that compulsory arbitration was a threat to all workers, not only to railwaymen.

Some of the statements made by Mr. Hall were:—

This is a very grave situation by which the railwaymen are confronted. This appears to affect only railroad workers; it could well be the thin edge of the wedge and may be seized upon as a precedent for fettering the workers....

There wasn't much in the way of negotiations. The railways answered that they couldn't afford $60,000,000 a year. That was one of the greatest fictions in situations of this kind....

The conciliation board couldn't reach one, not even two decisions. All we had was three expressions of opinion, leaving us exactly where we were before....

We took a strike vote—we have always had the right to take a strike vote—and 90 per cent of the employees said they were prepared to walk out. This is a right they have held in common with other employees; without it they would be deprived of the benefits of collective bargaining, even of organization....

We had a conference with the Prime Minister and the Minister of Labour. They did all they could to bring about a settlement. They asked us to make some concession; we did. When they asked the railways to make some concession, they didn't get very far....

It was made clear to us that even before a strike occurred, legislation would be enacted to prevent us from going on strike. We didn't think there was any point in bringing the Members of Parliament to Ottawa, in making the people of Canada pay for bringing them. We agreed to compulsory arbitration—we call it compulsory arbitration, although we voluntarily agreed to it.

We are opposed, and always have been, to compulsory arbitration, because it destroys the basis of collective bargaining; it takes away rights; it discriminates.

We have no confidence in the kind of people we get as arbitrators, no more than we have confidence in the kind of people we get as chairman of conciliation boards....

These questions of industrial relations are questions of human relations and cannot always be decided on the basis of economics.

The railways tell us they haven't the money to give us what we want; they have always said that. They knew that if necessary the money could be secured. They know where to get it and if necessary they should go there and get it. They didn't hesitate in going to the Board of Transport Commissioners to ask for a return of 6 per cent of their investment.

It's true that no one who has known about the Canadian railway structure has ever thought that the railways would pay their way. The railways have had to develop new areas and operate for years at a deficit....

We have been deprived of an elementary right and an elementary freedom.... We think that it's less important to have the railways tied up for six months than to have one railwayman work against his will....

Naturally the railways will condition their collective bargaining tactics in the knowledge that we are not going to be allowed to strike....

We agreed to compulsory arbitration because we feared that any legislation might not deal only with this dispute but would impose long-range terms....

On Friday morning the resolutions committee submitted its resolution on the rail dispute. Frank Hall, first to speak in the discussion following the resolution's introduction, termed it "excellent" and appealed for the unanimous support of the delegates. This is the resolution:—

Whereas on two occasions the Federal Government has interfered with and prevented the exercise of the right of railway workers to go on strike, a right which they had for many years held in common with other Canadian workers, and conferred by the provisions of the Industrial Relations and Disputes Investigation Act;

And whereas this departure from the traditional freedom of industrial workers has grave implications and potentialities not only to railway employees but all other Canadian workers, in relation to standards of wage and working conditions;

And whereas the greater number of the immediately affected workers are employees of Canadian National Railways, operated and controlled by the Government;

Therefore be it resolved,—That the actions of the Government in forbidding exercise of the right to strike and imposing arbitration of the disputes which led up to the employees' desire to withdraw from service be deplored and condemned;

And be it further resolved,—That it should be laid down and observed as a basic and guiding principle in such imposed or involuntary arbitration that the working conditions and rates of pay of railway employees be established and maintained at least on a level comparable with those in effect in other major Canadian industries.

John W. Bruce, Canadian Organizer for the Plumbers', calling for support for the resolution, said: "Our forefathers fought against restrictions; if the workers do not rise up and protest, we will be enslaved again."

Russell Harvey, AFL representative in Toronto, warned that "the trade union movement must demand with one voice the untrammelled use of the right to strike".

The resolution passed unanimously.

## Hon. Milton F. Gregg

The rail dispute was one of the subjects discussed by the Hon. Milton F. Gregg, Minister of Labour, in his address to the TLC convention. He also touched on unemployment, unemployment insurance, collective bargaining and prospects for the future.

"The Canadian Government and all those who serve in it dislike the idea of compulsory arbitration in labour matters just as much as any of you here," he said during his comments on the rail dispute.

"In my opinion," he said, "in the negotiations which were carried on in Ottawa last week, both sides made a sincere and honest effort to reach a settlement of the dispute. I believe that progress was made by unions, management and government in getting a clearer picture of the peculiar present-day problems of our Canadian railways and of the aspirations of those who do the work on them in loyal service to the Canadian people.

"It was evident last week," he went on, "that management recognized the fact that the people of Canada have the right to expect an efficient and uninterrupted railway service; yes, but also an improvement of labour-management relations in their industry. The duty which imposes itself upon all of us, arising out of Canada's vital dependency upon an uninterrupted railway service to maintain her economy, was the compelling influence that dictated the action of the negotiating committee in agreeing to arbitrate the matters in dispute.

"I believe that these things were recognized by Chairman Frank Hall and his committee. I pay tribute here to the way in which they conducted a most difficult effort."

On unemployment the Minister said:—

Last winter, unemployment was higher than it has been for some years. It would be short-sighted to minimize this. The effects both in money and in personal and social losses, which cannot be expressed in dollars and cents, have been significant for this nation.

He went on to explain that the past year's difficulties reflected "in large measure" the passing of the inflationary pressures that followed the Second World War and the Korean War. These pressures have been gradually lessening since 1952.

"Gradually," he continued, "international competition and the satisfying of backlogs of consumer demand in many areas of the domestic markets brought home to us forcibly the rigours of competition. These things must be kept in mind as we think of the future."

Signs for the future are bright, he said, pointing out that business confidence has not been weakened, private investment has continued at a surprisingly high level—the level of investment in Canada may well exceed last year's record total, he said—and businessmen are continuing to make strong plans for the future. "This means jobs for workers," said Mr. Gregg.

Also encouraging was the confidence in the future being shown by the Canadian people generally: they are spending at a very high rate on consumer goods and services and their level of income continues high. The Minister reported that in May the total labour income was higher than ever before for that time of year, "even though employment was below last year's level".

For the unemployed, he said, unemployment insurance has been valuable to them and to the whole economy. While speaking of unemployment insurance he said:—

At the present moment our unemployment insurance program is under study and we hope to bring legislation in at the next session of Parliament with a view to making it a more effective instrument of social policy. I may assure the convention that in this review the representations of the Congress, as of other groups, are receiving careful consideration.

While most businesses can look forward to good markets, the Minister warned, they must be sure their production plans and prices are right. "This obviously requires more attention on the part of both management and labour to such matters as productivity."

Turning to the function of the Federal Government in warding off avoidable unemployment, Mr. Gregg said:—

Our first endeavour is to help maintain the proper economic climate, conducive to a high level of income and employment. Government action along these lines takes the form of measures designed to encourage a high level of capital investment and resource development. We are following a liberal monetary policy and we have undertaken legislative changes which will broaden the flow of mortgage funds for home building. The Government's policies in the field of taxing and spending have been modified in recent years to move away gradually from the budgetary surpluses that were appropriate to the period of threatened inflation.

The Government is also taking constructive action against seasonal unemployment, he went on. Drawing attention to the report on seasonal unemployment by the National Employment Committee (L.G., April, p. 526), the Minister said:—

The Government is studying this report and is seeking to develop ways of implementing its recommendations. I can promise you that the Federal Government will do its utmost to arrange its own building and other contracts and undertakings so that the maximum amount of employment therefrom will be made available to Canadian workers during the winter months.

Complimenting the TLC on its growth and the positive and constructive spirit in which its progress had been accomplished, Mr. Gregg cited the infrequency of strike action as evidence that the Congress was doing its work with a high degree of success.

The time has passed when we looked upon settlements by collective bargaining simply as a battle between opposing industrial antagonists. Today, collective bargaining has a significence that extends beyond the immediate needs and desires of the worker and his employer. We have come to look on collective bargaining as the means for merging social needs and ambitions with the needs and development of industry and of the economy. What can be achieved is limited, sometimes, by economic factors which may be beyond the control of the employer of the industry, or of governments. Collective bargaining is a means of trying to achieve the best that is possible under the circumstances that prevail. Experience has taught us to expect a constructive approach from both sides in the vast majority of cases.

The Minister of Labour concluded by commenting on the type of wage settlement now common in this country, no longer for sizeable wage increases as was the case two or three years ago but, in an appreciable number of cases, for no increase at all. But, he pointed out, recent wage rises, even though smaller, have meant more in terms of improving the workers' standard of living. The focus in bargaining has been placed on the problem of improving the workers' security: on health insurance plans, pension plans and seniority plans.

Speaking to those delegates representing organizations of employees of the Federal Government, Mr. Gregg reaffirmed that the Government's policy is "to pay the prevailing rate and to accord equally good working and retirement benefits as is in practice with good private employers".

## Percy R. Bengough

The issue before the convention that had the highest priority for consideration and decision was unemployment, said President Percy R. Bengough in his opening address, which was also his valedictory. In his speech, in addition to touching on health insurance, seasonal unemployment, unemployment insurance, sympathy strikes and political action, the TLC's retiring chief officer briefly reviewed his reasons for accepting the presidency 11 years ago and his reasons for deciding not to run for re-election at this time.

He warned the convention against striking in violation of agreements and against "becoming the tail on any political kite".

The delegates gave Mr. Bengough a standing ovation both before and after he spoke.

The TLC President allotted a quarter of his speech to unemployment. After declaring that "more than half a million" were without work during the past winter, he said: "It is a horrible state of affairs when we can have full employment, or reasonably full employment, only when we are at war or getting ready for another.

"True," he added, "our country, or our Government, is not responsible for the international unrest and threats of war rampant throughout the world today; but it is just as true that those who have offered themselves, have been elected and assumed office, both nationally and provincially, have more responsibility for the well-being of the people they represent than they have displayed so far."

There was a great need for hospitals, schools, homes and services, he went on, yet despite that need "no use could be found for the skills and services of hundreds of thousands to the extent of four million man-hours per day." He continued:

"Just a little while ago we were being told that production and more production was the answer to our problems. Now we have no problems of production. We can provide far more than we can use, and will as long as a high priority is set on money values and a low priority on human values.

"It has been suggested that we are pricing ourselves out of business. For myself I favour the idea that, for the good of most, we are making too many millionaires."

Turning to immigration in connection with unemployment, Mr. Bengough said that, while there is no question that a larger population can consume more than a small one, "is it sensible to bring more people into a country that hasn't sufficient employment for the relatively few who are already here?"

He also referred to dumping of imported products as a cause of unemployment in Canada. On this matter, he said, there are three choices:

"To become unemployed; to drastically reduce wages and costs; or to prevent such goods being brought into Canada.

"Frankly," he told the convention, "I prefer the last one."

He questioned financial assistance to depressed countries "until we have found out where we can get the money to initiate work for our own people and forestall the depression that will be experienced by another half million who may be unemployed next winter". Unemployment benefits will not be enough to meet the Canadian landlord and grocer at present costs, he said.

On seasonal unemployment he said the TLC had urged the federal Government to take the lead in solving the problem. "Today," he went on, "I am happy that our Government is taking serious steps in this direction. Seasonal unemployment is one of our greatest problems. Its solution would go a long way towards stabilizing our economy and raising living standards."

Mr. Bengough then turned to unemployment insurance, which, he said, had fully demonstrated its worth in the more than 12 years it has been in operation. "However," he added, "while displaying its benefits during this last epidemic of enforced idleness, the Unemployment Insurance Act definitely showed its weaknesses and urgent need for improvement."

Benefits are "entirely out of balance" with present wages and costs of living and the period of payments is too short, he declared.

Towards the end of his speech the retiring TLC President began to reminisce. It was while recalling the "short life" of the One Big Union that he sounded his warning against strikes that break agreements. He said:

"I became convinced, and I still retain the conviction, that when a labour union strikes against an employer with whom it has an agreement, an employer who has no means of correcting the issue being protested by strike action, that union becomes a party to a suicide pact as far as trade unionism is concerned. I have, at all times, taken the position that if we believe in having agreements we must oppose their violation by either party to the agreement during its designated period.

"As for general strikes against governments: such suggestions are stupid. If it is not possible to defeat the government by means of the ballot on election day, the best procedure for trade unionists is to recognize their weakness and organize through the proper medium."

Here the veteran labour leader offered the delegates some advice on political action. "Just as long as members of Parliament represent miles of land more so than numbers of people, my advice to this Congress is to stay with the purposes of the trade union movement and avoid becoming the tail on any political kite, recognizing the fact that if our affiliated membership desire any political party they know enough to vote for it on election day. A commitment to any one has so far demonstrated more weakness than strength."

Earlier in his presidential address Mr. Bengough discussed health insurance. Stating that no outstanding progress had been made towards a national health insurance scheme, he pointed out the barriers that stand in the way—"the numerous public, semi-public, union and management plans, many of which would not welcome the competition to their respective sick benefit plans," and "the fact that people's health is under the jurisdiction of the provinces and, so far, none of the provinces has shown any desire to turn over this right to the Dominion Government".

"It is on the provincial level that more must be done towards getting the provincial governments in agreement with the Federal Government to establish a full and comprehensive scheme of health insurance on a nation-wide basis," he said.

"I firmly believe that all of the impediments now in the way of a national scheme can and will be overcome," he declared. "We must never lose sight of the fact that only a nation-wide scheme can provide health services effectively for all of the people."

He then urged the delegates to press "now" for the provision of unemployment insurance benefits to those who become unemployed because of illness.

President Bengough ended his address with a short review of the progress in strength and influence made by the TLC during his tenure, which progress he said was "a result of teamwork," and with a reason for his not running for re-election.

"I am not fed up or tired of my job as president," he said. "I love it and those who put and kept me in it. However, this Congress has on more than one occasion gone on record in favour of an earlier retirement age...A president is your front window and one past retiring age doesn't lend consistency to your principles."

He expressed confidence in the capabilities of the delegates to elect a president who would serve all sections of the Congress with sincerity and impartiality.

## Other Speakers

Delegates to the convention heard many other speakers, representing the Saskatchewan government, the Unemployment Insurance Commission, farmer groups, an international union and the two labour organizations with which the TLC maintains close ties, the AFL and the TUC.

### Premier T. C. Douglas

Storm signals of a depression are on the horizon, said Premier T. C. Douglas of Saskatchewan in a speech that warned the delegates that a surplus of labour is the trade union movement's greatest danger and advised them to "get interested" in Canada's economic problems.

He said declining farm income was already resulting in reduced industrial production and falling industrial employment and declared that there existed in Canada "the same constitutional confusion regarding the care of the unemployed as in the 1930's".

Saskatchewan's Premier told the delegates their first task was to maintain and consolidate the gains they had made in the past decade but warned: "You will be mistaken if you think you can maintain those gains apart from the general economy; prosperity is indivisible."

Calling attention to present conditions in agriculture, he said that what was happening to agriculture would happen to labour unions. He quoted statistics to prove that farmers' selling prices are going down while the costs of the things they buy are going up.

"To me it's no accident that the industries that have experienced unemployment are the industries that are mainly dependent on farmers to buy their products," he said. "When the farmer can't sell his products, when his prices drop, it affects the amount of things he can buy from you."

In the 1930's it was never clear whose responsibility it was to care for the unemployed, Premier Douglas said, and we still have the same "constitutional confusion".

"We dare not drift along without facing up to a decision," he said.

The Premier said the problem now faced by Canada was "fundamentally an economic problem, a problem of surplus".

> Our economy has never been able to solve the problem of surplus. We have solved the problem of production but have not solved the problem of distribution. Our economy must learn how to distribute surpluses....

He suggested that if the surpluses were placed in the hands of those who need them, if the unemployed were given purchasing power, the surpluses would disappear.

"Give the farmer a guaranteed minimum price and cash advances for the produce he has stored on his farm because you are not ready to consume it and you will give him the purchasing power to buy the products your are making," he told the union representatives.

If surpluses still existed, he suggested trade agreements, the acceptance of other currencies, the advancing of loans and even the outright gift of Canada's surpluses to dispose of them abroad.

### R. J. Tallon

Commissioner R. J. Tallon of the Unemployment Insurance Commission, who was a TLC Vice-president from 1926 until 1935, gave facts and figures on the operation of the Unemployment Insurance Act, the state of the fund and the expenses of administration.

A few things are still needed to round out Canada's benefit program, he said, pointing out that already there was workmen's compensation when a worker was injured and unemployment insurance when he was unemployed but nothing when he was ill. This gap was slightly filled if the worker became ill after he had established his right to unemployment insurance benefits in the regular way.

Emphasizing that he was speaking only as a "lay delegate," Mr. Tallon said he hoped this gap would be filled "in the none-too-distant future".

He suggested that the TLC form a committee that the Unemployment Insurance Commission could consult about its "headaches".

### Tom O'Brien

Tom O'Brien, a Member of the British Parliament and General Secretary of the National Association of Theatrical and Kine Employees, who was fraternal delegate from the Trades Union Congress, of which he has served as Chairman, spoke of the free trade union movement's responsibilities in the battle against Communism, its duties to trade unionists in younger countries, and conditions in the movement in Britain; he also delivered a strong attack on non-unionists.

The solidarity of the free nations is essential if Communism is to be taken and the western nations must stick together to defend democracy, he said. "Some of us will be dead before the present issues are resolved but, surely enough, sometime in the future the fight for the democratic rights of the peoples of the world will be won."

Declaring that "free trade unionism has no frontiers," he said: "It has now become the job of unions in the older countries to see that the aspirations of younger unions are realized." The TUC is giving practical aid to unions in British territories throughout the world, is liberally contributing funds to them and is sending men with training and experience to help them, he reported.

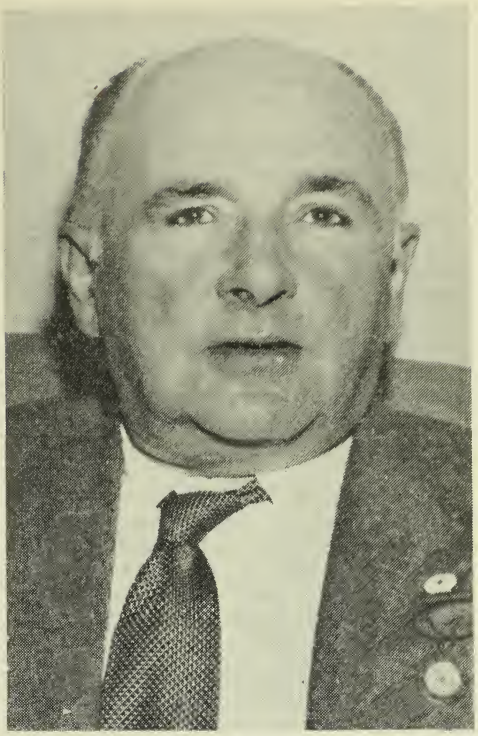
British trade unions had made a substantial and lasting contribution to the stability of Britain's economic system, Mr. O'Brien said.

The TUC fraternal delegate had some harsh words for the non-unionist.

Everywhere unions are bothered with this pest who is an industrial saboteur. These workers take all the benefits gained by trade unionists without accepting the responsibilities of the labour movement. They are a menace to the future welfare of trade unions and are as anti-social as those who are tax evaders. These cowardly deserters must be eliminated from present-day labour.

### R. G. Soderstrom

R. G. Soderstrom, President of the Illinois Federation of Labor, fraternal delegate from the American Federation of Labor, described to the TLC convention the United States labour movement's hopes for the future, both at home and internationally; the AFL's stand on atomic energy; and the present move in the United States to outlaw the closed shop. He reviewed the recent decision of the United States Supreme Court that segregation in the public schools was unconstitutional and the recent passage of a new social security bill.



**Tom O'Brien, MP**

TUC Fraternal Delegate

"The labour movement of the United States," he said, "is not only apprehensive of the uncertain economy that lies ahead but is also afraid of what might happen if the kind of tensions there are in the world today keep growing and atomic weapons and other instruments of destruction get stronger and deadlier."

The AFL believes that the one way to prevent the outbreak of small wars that could lead to big wars is through collective defence, through the United Nations.

What I like to think the labour movement would like to see done is to have all civilized and peace-loving nations of the earth get together and deal with the causes of war, arrange for peaceful settlement of disputes and raise the standard of life and labour throughout the world so as to eliminate huge depressed populations with nothing to lose on whom aggressors, from either the right or left, can play.

An acceptable solution to labour's problems and a sensible answer to the threat of Communism is reasonable social progress, he said. The capitalist system is not a bad system; but it needs to be improved.

Labour is opposed to the communistic scheme to bring about the collapse of capitalism. That is why intelligent leaders of the AFL lambaste and expose short-sighted business people and industrial overlords who do not subscribe to the labour movement's work of humanizing capitalism by eliminating poverty and abolishing human misery, the underlying cause of present-day Communism.

The first hydrogen bomb explosion was a warning of what will come unless the world decides to solve its problems at the bargaining table, Mr. Soderstrom said. He suggested that the methods labour had found workable—boards of arbitration, conciliation and mediation, and the boycott—might work among nations.

He called "right-to-work" laws a "deliberate misnomer".

### J. L. Phelps

Closer working relationships between farmers and workers were urged by J. L. Phelps, President of the Interprovincial Farm Labour Council. Both should have a better understanding of each other's problems, he said.

"There has never been a time when it was more necessary for our two groups to work together," he declared, pointing out that the depression was already here for the major part of agriculture and that "every time agriculture is in difficulty we bring the rest of the country with us".

He suggested the possibility of joint farmer-union briefs to the Federal Government with recommendations for the solution of common problems.

### Other Speakers

Hon. C. C. Williams, Saskatchewan Minister of Labour, pointing out that the TLC had advanced towards its goals "not by direct political action but through the influencing of legislative bodies to pass legislation favourable to labour," said that the Saskatchewan Government respects that non-political policy of the TLC.

Mayor L. H. Hammond of Regina presented TLC President Bengough with a key to the city "as a token of goodwill and friendship from the citizens".

Richard F. Walsh, President of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, who is a Vice-president of the AFL's Union Label Trades Department, spoke briefly on the use of the union label.

Charles Marshall, Chief of Canadian Programs, National Film Board, reported on NFB activities as they relate to trade unions, announced the showing of the three latest films in the series "Labour in Canada" (see box, page 1259) and described the NFB's trade union distribution circuit.

"The National Film Board has produced the most complete series of films on trade unions," he told the convention. "Canada is again in the forefront and much favourable comment has come to Canada because of it."

Paul Graham, Prairie field representative of the Labour-Management Co-operation Service, Department of Labour, called the delegates' attention to the Department of Labour exhibit at the convention.

Sir Archibald Gordon, British Labour Attaché at Washington, also spoke briefly to the delegates.

## Health Insurance

The convention again urged the "early establishment of a Government-subsidized, contributory national health scheme covering every citizen in Canada" as a number of delegates blamed the Federal Government for not having yet implemented such a plan.

J. B. Graham, Carpenters' delegate from Winnipeg, reminded the delegates, however, of President Bengough's statement in his opening address that health insurance is a provincial matter.

"We should leave this convention with the determination to put pressure on our provincial governments," he said.

The resolution, a substitute for some 11 submitted, calls for a health insurance scheme "which will include medical, surgical, dental and optical care, hospitalization and artificial limbs where necessary, psychiatric treatment, as well as competently supervised mental homes".

A move to refer the resolution back for the inclusion of the word "compulsory" on the grounds that, unless all are required to pay such a health insurance plan will never cover all citizens, was defeated.

Toronto District Trades and Labour Council delegate L. H. Rosen suggested that "the problem is that the citizens of Canada do not want health insurance, or else they would tell the Government to put up or shut up".

## Housing

Urging the Government to take all necessary steps to make available low-cost and low-rent houses, the TLC convention recommended specifically that the down payment for all houses be lowered to 10 per cent, that the rate of interest on loans not exceed 3 per cent and that the period of amortization be lengthened to 30 years.

The resolution, adopted after little debate, further recommends that "steps be taken to encourage municipalities to enter into agreements for the construction of low-rental houses, subsidized where necessary".

John W. Bruce, Plumbers' union general organizer from Toronto, remarked that "we can afford to give millions to underprivileged countries but we can not afford to give to our own underprivileged workers so that they can get homes".

The resolution adopted was a substitute, put forward by the resolutions committee, covering 10 other resolutions sent in by various unions.

Charges that practically all NHA housing is being built with non-union help, with workers on the job for long hours, at low pay, and under conditions violating the Industrial Standards Acts and the building code were made from the floor.

## Immigration

Canada's immigration policy was again criticized at this year's TLC convention as the delegates unanimously adopted a two-pronged resolution urging a better planned immigration policy and the setting up of a tripartite immigration commission.

The 20 delegates who participated in the debate, while agreeing that Canada needs a larger population, were unanimous in suggesting that immigration should be better planned.

The resolution adopted by the convention, covering 17 others dealing with the problem, urged that Canada's immigration policies "be planned in relation to national development requirements which can be ascertained through the Department of Labour" and further recommended that the administration of immigration "be placed under an immigration commission comprised of equal representation of labour, management and government."

Orville Braaten, Vancouver delegate for the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, stated that he did not dispute the fact that Canada needs immigrants but advocated a more closely scrutinized policy. He also urged a more elaborate educational program, on the part of government, so that immigrants may better understand "why we do things our way".

Pointing out Canada's housing shortage, Nelson Cox, a Vice-President of the Barbers' international union from Brantford, Ont., stated that "we should insist that the well-being of people already in Canada be considered first".

Delegates to the TLC convention in Regina were invited to a preview showing of the three latest films in the National Film Board series, "Labour in Canada". The three films are: *The Research Director, Structure of a Union,* and *The Grievance.*

The first two films in the series, *Dues and the Union* and *Shop Steward,* were given a preview screening at the 1953 convention in Ottawa.

The films in this series are produced by the NFB with the co-operation of organized labour in Canada and the Federal Department of Labour as Canada's contribution to the education in democracy of residents of European and Asian countries.

The films are also shown on the NFB's trade union film circuit.

"I suggest, in view of our present agricultural surplus," said L. H. Rosen, of the Toronto Trades and Labour Council, "that we do need immigrants; but we should be happy to have them only if we can feed them and house them."

The resolution described the "great influx of immigrants" during the winter months as a "large contributing factor to the deplorable nation-wide unemployment situation". It also stated that there had been a failure to properly ensure that the qualifications of immigrants were based on job opportunities.

Prince Rupert delegate O. P. O'Neal, among others, recommended that a minimum standard of English or French be required of immigrants to this country.

## Government Employees

The belief that collective agreements could not be signed with governments was a myth, said Russell Harvey, AFL Organizer in Canada. Pointing out that agreements had been signed at Canadian Arsenals and with Atomic Energy of Canada, he suggested that the formation of more Crown corporations would enable unions to negotiate more agreements for government employees.

"If the Federal Government is allowed to escape its own legislation then we will continue to have a large body of second-class workers in this country," he said.

He was speaking after the committee on officers' reports had submitted its comments on the report of the TLC's Permanent Committee on Government Employees.



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Twelve resolutions dealing with wages, hours and working conditions of government employees were submitted; all were adopted but one, which was referred to the Permanent Committee on Government Employees.

The resolutions adopted called for: the five-day, 40-hour week for all employees in staff post offices; a 35-hour work-week for administrative staffs in the Civil Service; the same rates of pay and working conditions for Experimental Farm employees as for comparable classifications in their areas; overtime rates of pay for prevailing rates employees; and the granting of collective bargaining privileges "excluding the privilege of strike action" to postal employees.

The resolution referred to the Permanent Committee urged the amendment of the Prevailing Rates Employees General Regulations to specify a 40-hour work-week for building trades craftsmen.

## Unemployment Insurance

The TLC wants an immediate revision of the Unemployment Insurance Act that will extend coverage to all workers, increase benefits, extend coverage to those who become unemployed because of illness, shorten the period of employment required to establish benefit rights, extend the period during which benefits are payable, supply adequate supplementary benefits, and remove the restrictions against married women.

In addition, the convention recommended the continuance of unemployment insurance benefits to women during pregnancy and for six weeks after a woman has given birth to a child.

Another resolution recommended that a widow, if seeking employment, receive the unemployment insurance benefits accrued by her husband.

Two resolutions dealing with the payment of unemployment insurance during industrial disputes met opposite fates, although the resolutions committee recommended non-concurrence in both.

The delegates ignored the committee's recommendation in passing a resolution urging the amendment of the Act so that workers will not be disqualified from receiving benefits for refusing to cross a legal picket line. They followed the committee's recommendation and defeated a resolution calling for the payment of benefits to workers "engaged in" industrial disputes.

Chairman George P. Schollie of the resolutions committee, explaining his recommendation for non-concurrence, said: "The fund was established to pay benefits to persons unemployed through no fault of their own." He cited strikes by small units in which the picket line was not crossed by as many as 1,500 other workers to show that if benefits were paid in such cases the fund would soon be exhausted.

"This is not a question of the loyalty of the workers," he said. "That is not the question; the question is: Is the money there?"

Other resolutions on unemployment insurance that were passed called for:—

A provision in the Act to class as unemployed and available for work persons attending classes or undergoing training at the direction of the Unemployment Insurance Commission.

The supplying of decisions of the Umpire to members of courts of referees.

The establishment of Labour-Management Production Committees in the UIC.

Instructions to National Employment Service offices to refuse to process discriminatory job orders.

The provision of better premises for Unemployment Insurance Commission offices.

## Resolutions Adopted

Of the 241 resolutions submitted for consideration at the convention, fewer than 30 had been dealt with by the morning of the final day. On that day, however, almost 70 resolutions were placed before the delegates; most were passed without discussion.

The resolutions called for:—

Increase of old age pensions to $75 monthly, reduction of pensionable age to 65 years for men and 60 for women, building of suitable housing for pensioners where needed, and provision of free medical, drug and dental services to all needy pensioners.

A special study by the incoming executive of guaranteed annual wage plans and a report on them at next year's convention.

Federal legislation implementing the principle of equal pay for equal work.

Raising of exemptions for income tax to $3,000 for married persons, $1,500 for single persons and $400 for each dependent child; granting of exemption for amounts spent on tools and working clothes, tuition fees, textbooks and 100 per cent of medical expenses; re-imposition of the 100-per-cent excess profits tax.

Trade with all countries willing to accept Canadian goods and admission of imports from all countries "providing adequate protection is given against dumping".

Opening of advance polls to any citizen, granting of the right to vote to 18-year-olds, and printing of party affiliation alongside candidates' names on federal and provincial ballots.

Increase of family allowances and continuation of payments for children over 16 years when the child is still attending school and still dependent.

Nationalization of public utilities.

Enactment of a Bill of Rights guaranteeing freedom of speech, religion and press; the right of lawful assembly, association and organization; freedom from interference with private life; freedom from arbitrary arrest or detention; equal citizenship and voting rights for Indians without requiring them to give up their collective rights on reservations.

Increased grants by the Federal Government to establish and maintain "an adequate number" of scholarships for post-graduate students.

A TLC college scholarship program for members and their families.

A campaign to urge union members to join co-operatives and credit unions.

Addition of the clause "support of the United Nations" to the Congress platform of principles.

Supplying polio serum to all persons needing it, the cost to be borne by the Federal Government.

Inclusion in all school curricula of a comprehensive course on organized labour and co-operative movements.

Federal legislation to protect home owners from foreclosure.

Compulsory automobile insurance.

Acceptance by the Federal and provincial Governments of the responsibility for unemployment relief.

A halt to hydrogen bomb tests and the outlawing of hydrogen and atomic bombs under strict international control.

Payment of the full costs of civil defence by the Federal and provincial Governments.

Appointment of a Price Spreads Committee to inquire into factors affecting retail prices of food, clothing and other household goods.

Help to underprivileged countries in building up their productive power.

An organizing drive for white-collar workers.

Designation of a national flag and *O Canada* as the national anthem.

The convention also adopted a resolution protesting Quebec's double taxation.

## Resolutions Defeated

A resolution that would have made a "working knowledge" of either French or English a prerequisite for admission to Canada as an immigrant, and a "satisfactory knowledge" of them a requirement for citizenship, was defeated.

Also turned down, because the TLC believes newcomers should learn one of Canada's languages as soon as possible, was a resolution calling on the TLC to prepare material about the trade union movement in several languages for distribution to immigrants.

Other resolutions that met defeat asked for regular radio and television coverage of the federal and provincial Parliaments, the discontinuance of cadet training in schools, and legislation requiring all employers to pay their employees at least every two weeks.

Because it was "a backward step," the convention rejected a suggestion that those who do not vote in federal elections be fined; and because the TLC Platform of Principles already urges a 30-hour week, a resolution calling for a 35-hour week was not concurred in.

## Resolutions Not Dealt With

Several important resolutions were among those not presented to the delegates before the convention ended. Resolutions not dealt with by the delegates are given consideration by the incoming executive.

Delegates were not given the opportunity to vote on a resolution urging the TLC to encourage and organize political action nor on one urging formation by the TLC of a Labour Party or affiliation with an existing party that "will promote the ideals and aspirations" of the Congress.

Four resolutions on the St. Lawrence Seaway also failed to come before the convention. One would have demanded the use of union labour only on the project; a second would have urged the placing of all Canadian contracts in Canada; a third would have insisted on the use of Canadian materials only; and a fourth wanted Canada to proceed independently with the job.

Also undiscussed was a resolution, submitted by a Vancouver local of the Brotherhood of Railroad and Steamship Clerks, that demanded:—

That the Government amend the Labour Code to include the following: immediate appointment of a mediator to finalize any labour disputes between transcontinental railroads operating under Dominion Government charter and the officers of unions representing the employees at a public hearing; and



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That the Government shall finalize the dispute within a time limit of three months starting 45 days before contract expires and, if necessary, hearing and finalizing the dispute within 45 days after contract expires; and the immediate direct intervention by the Government at the request of either party 45 days before contracts expire is by necessity in the interest and security of the Canadian people.

A resolution from a Vancouver electrical workers' local suggested the opening up of trade with the East; it was not placed before the delegates.

Other resolutions that did not reach the convention floor called for:—

Prosecution of employers for violation of the Industrial Relations and Disputes Investigation Act.

A federal grant of $7 weekly to apprentices attending school who are receiving provincial subsistence allowances.

A protest to the Federal Government about the "heavy taxes" on automobiles.

Legislation making legal the running of a sweepstakes in Canada.

Establishment of a Public Works Advisory Committee with labour represented.

## Referred to Provincial Groups

A resolution asking the Government to authorize the Board of Transport Commissioners to assume direct control over, and establish and supervise tariffs for, all forms of land transportation hauling freight more than 100 miles was referred to the TLC's provincial federations. A resolution urging the enforcement of an 8-hour work-day for all drivers of long-haul freight trucks was also referred.

A resolution requesting federal legislation to make vacation pay mandatory, with vacation pay stamps to be paid to seasonal workers and workers whose jobs are of short duration, was concurred in and referred to the provincial organizations.

## Resolutions Withdrawn

Five resolutions were withdrawn by the sponsoring organizations.

One would have deleted the reference to public ownership of public utilities from the TLC Platform of Principles. The convention had passed a resolution demanding nationalization of public utilities (see above).

A Toronto plumbers' local requested the withdrawal of two of its resolutions, one urging the enactment of a federal Industrial Standards Act applicable to the building and construction industry that would determine the maximum number of hours for a normal work-week, and the other calling for the elimination of the section of the Criminal Code that authorizes injunctions during strikes.

A resolution favouring reform of the Senate and suggesting a senatorial appointment for President Bengough was among those withdrawn.

## Strike Fund

After a heated debate the convention passed by a narrow margin a resolution establishing a strike fund for federally-chartered unions. All federal unions will be assessed an additional 5-cent per capita tax and will be entitled to per capita assistance from the fund "if at any time they find it necessary to back up their demands by strike action".

Although the resolution affects only federal unions, it was ruled that all delegates were entitled to vote on it.

Delegates from unions of hospital employees protested that they can't strike and would derive no benefit from the proposed tax. A delegate from a teachers' union pointed out that the resolution placed his organization in an embarrassing position. But another delegate pointed out that "what benefits one benefits all".

## Compulsory Retirement of Officers

A resolution calling for the retirement at the age of 65 of all TLC officers was defeated after a short but heated exchange.

Ben Cyr, of Transcona Lodge, Brotherhood of Railway Carmen, the sponsoring union, said he was "astounded" at the committee's recommendation of non-concurrence. He said it seemed incredible that a labour organization that is striving to reduce the pensionable age to 60 should continue to keep their officers in office beyond 65 years of age.

"Are you going to deprive young men of the opportunity to hold high office until the present officers die in their chairs?" he asked. Secretary Cushing pointed out that the delegates could always defeat the Congress officers when they reached the age of 65.

Other delegates sided with the resolutions committee, pointing out it was best not to deprive the Congress of the wisdom and experience of its officers through compulsory retirement. W. C. Riggs of the Essex and Kent Counties Trades and Labour Council pointed out that there had been a change of thinking in industry itself, which had come to the conclusion that it was better to keep men working than to "throw them on the street".

## Reports Presented

Canada still has a great deal of racial discrimination despite recent progress towards tolerance, the convention was told in the ninth annual report of the Standing Committee on Racial Discrimination. But federal and provincial anti-discrimination legislation has made Canada a world leader in fighting racial intolerance, said Chairman Claude Jodoin.

Mention was made in the report of the Department of Labour educational program in connection with the Fair Employment Practices Act.

Touching on the problems connected with the integration of immigrants, the report said that "we are duty-bound to facilitate the integration into our trade union movement and into the community generally" of the million immigrants who have come to Canada since 1946, many of whom are union members.

Secretary-Treasurer Gordon G. Cushing, in presenting his financial report to the convention, reported that the Congress was in a "healthy financial condition" and had received the largest revenue in its history from per capita tax payments.

He cautioned against any suggestion that the tax be reduced and again this year urged that some thought be given to setting aside $10,000 each year for a new building for Congress headquarters.

Technological progress may mean an increase in unemployment in Canada in the immediate future, the TLC executive council suggested in the preamble to its report to the convention.

"The working people of Canada are not participating to the extent they should in the benefits of the machines that surround and compete with them," the report declared. "As a result, unemployment for many workers now and in the immediate future is very definitely a matter for consideration at this convention."

## Change in Convention Date

Future conventions of the TLC will be held during the latter part of May.

The executive council recommended the switch from the current practice of meeting in August after canvassing officers of international unions, provincial federations and central trades and labour councils and finding that 45 per cent of the replies favoured May or June as convention months, 15 per cent preferred June and 16 per cent May; only 15 per cent wanted no change and the remaining 9 per cent left the decision to the executive.

Many delegates, notably from building trades unions and the pulp and paper industry, protested that a May convention would conflict with their annual negotiations. Vice-president Carl Berg, who is a member of a building trades union, said that he was opposed to the change at first but changed his stand when the returns from the survey were compiled.

It was pointed out that the difficulties of finding hotel accommodation in the summer months were great; during those months hotels are filled to 95 per cent of capacity but in other months of the year only to 50 per cent.

The delegates approved the executive's recommendation.

The 1955 convention will be held at Windsor, Ont. In 1956 the TLC will meet at Edmonton, in 1957 at Montreal, in 1958 at Vancouver and in 1959 at Toronto.

When, at 4:45 p.m. Saturday, August 28, Percy Bengough adjourned the 69th annual convention of the TLC—the last at which he will preside—the delegates rose to their feet and sang "He's a Jolly Good Fellow". They were adding their tribute to those that had showered on their retiring chief executive from all sides throughout the convention week.

Every guest speaker who had addressed the convention had some words of praise for the veteran labour leader. Hon. Milton F. Gregg, Minister of Labour, said:

"I want to add my personal tribute to the many that have been and will be paid to the career of Percy Bengough. The standards he has set in the position of President of this Congress will be difficult to equal. In his many years on your executive he had been a wise counsel and a strong crusader for the worker. His advice and energetic activities have been directed towards the good, not only of your organization, but also of the Canadian society generally. This has been true whether he has served in your own councils or, where we have seen most of him, on the many public committees to which he has given so freely of his time and energy. . . .

"We in the Federal Department of Labour have always had a fine working relationship with Mr. Bengough and have always found him to be fair and reasonable in all his dealings. He has demonstrated on many occasions over the years his sincerity, good judgment, warm human touch and his devotion to the interests of Canadian workers. I want to say to you, Mr. Bengough, that we greatly appreciate the outstanding contribution you have made, not only to labour, but also to labour-management relations throughout Canada."

During the convention the delegates approved the addition of $1,500 yearly to Mr. Bengough's retiring allowance under the pension plan set up after the 1953 convention in Ottawa. The convention also agreed to the bestowing on Mr. Bengough of the title President Emeritus.

# Third Annual Convention of TLC's Union Label Trades Department

**International unions affiliated with Department increase to 12 during year. Distinctive trademark adopted. Close to 50 delegates attend**

The third annual convention of the Union Label Trades Department of the Trades and Labour Congress of Canada was held in Regina, August 22, on the eve of the TLC's 69th convention.

Close to 50 delegates from international unions, trades councils, as well as union label councils and leagues, attended the one-day meeting presided by Claude Jodoin, then Vice-president of the TLC.

Set up in 1952, the aim of the Union Label Trades Department is to promote a greater demand for products bearing a union label and for labour performed by union workers.

Secretary-Treasurer Gordon C. Cushing, who holds the same position with the Congress, reported on the progress of the Department during the year. Mr. Cushing noted a growth over the previous year in that there are now 12 international unions in affiliation with the Department, as well as the Trades and Labour Congress of Canada for their directly-chartered unions and ten union label leagues.

In his report, Secretary-Treasurer Cushing also denounced the Union Label Trades Department of the American Federation of Labor for its refusal "to recognize in any manner the formation of a separate Union Label Trades Department in Canada".

The convention adopted a distinctive trademark in the form of a diamond with a background of ten maple leaves, one representing each province of Canada, with the large letters "UL" in the centre, superimposed with the words "goods—services", and with the words "Union Label Trades Department—The Trades and Labour Congress of Canada" in smaller type around the outside of the diamond.

Mr. Cushing also reported on the extensive preparations made for the observance of the first Union Label Buying Week held throughout Canada September 6-11.

A number of resolutions were adopted by the delegates. The main one urges that the Department use its influence and information in directing the affiliated unions of the TLC who are in the advertising field to inform its members of union made goods and services, to point out non-union made products and to show their faith in trade unionism by patronizing and using union made products and services personally.

The meeting also endorsed the requirement that, for its future conventions, all delegates be required to produce at least two union labels on their person to qualify as a delegate.

The trophy awarded annually for the best display booth promoting union made goods and services was won by the Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America.

It was presented to Nelson Cox, Vice-President of the Barbers, by one of the judges, Sir Archibald Gordon, British Labour attaché at Washington. The other judges were: British Trades Union Congress fraternal delegate Tom O'Brien, M.P., from London, England; American Federation of Labor fraternal delegate R. G. Soderstrom, President, Illinois State Federation of Labor; and Richard F. Walsh, President, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada.

Nelson Cox, Canadian Vice-President of the Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America, was unanimously elected President of the Department to replace Claude Jodoin. Secretary-Treasurer Cushing was unanimously re-elected.

Vice-Presidents elected were: Jack Foster, Regina Union Label League; Rosario Lebeau, Tobacco Workers' International Union; John Reid, Bakery and Confectionery Workers' International Union of America; Mrs. Emily Ross, Canadian organizer of the United Garment Workers of America; and Edward Smith, secretary-treasurer of the Vancouver, New Westminster and District Union Label Trades Council.

Mrs. Ross and Mr. Smith were re-elected from last year's executive.

J. W. Burrows, of Calgary, and T. C. Whitsed, of Hamilton, were named honorary vice-presidents of the Department, with voice and vote, in recognition of their past services.

# Discrimination in Employment

**Department of Labour sponsors 8 radio broadcasts over 81 stations as part of educational program connected with Canada Fair Employment Practices Act. Scripts of first four broadcasts are reproduced here**

Eight radio broadcasts dealing with anti-discrimination and the educational program needed to eliminate intolerance and discrimination were carried by 81 Canadian stations throughout the past summer. The talks, sponsored by the Department of Labour in co-operation with the Canadian Council of Christians and Jews, began during the week of June 27 and ended the week of August 8. The broadcasts were heard on the Department's weekly program, "Canada At Work".

Speakers during the series were two Cabinet ministers, two well-known Canadian writers, and persons prominent in inter-church organizations, the labour movement, business and medicine.

The opening broadcast was given by the Hon. Walter Harris, then Minister of Citizenship and Immigration and now Minister of Finance. Mr. Harris was followed by Ralph Allen, Editor of Maclean's Magazine, who spoke on "Discrimination and Democracy in Canada"; Dr. J. D. M. Griffin, General Director, Canadian Mental Health Association, whose topic was "Discrimination: What it Does to Man"; and the Rev. Richard D. Jones, National Director, Canadian Council of Christians and Jews, who spoke on "The Churches Look at Discrimination".

Complete texts of the first four broadcasts are reproduced below; those of the remaining four talks will appear in the October issue of the LABOUR GAZETTE.

## Introduction to the Series

### Hon. Walter Harris, Minister of Finance (former Minister of Citizenship and Immigration)

When I was asked to make the introductory broadcast in this series of radio talks on discrimination, I was given the names of the other people who were taking part. It struck me as significant that these busy people were willing to take the time to talk about discrimination in employment. In all, there are eight broadcasts in the series. One of the speakers is a nationally known businessman, one is a leader in the labour movement, another is the editor of a national magazine, and all of them are very active in the fields of Canadian life which they represent. This is evidence that many thoughtful Canadians believe the problem of discrimination is an important one in Canada, a problem that needs public examination, and that we should find a solution.

From their various fields of activity, these speakers will bring their own experience to bear on the problem. They have been invited to discuss it from many points of view, such as its effect on the individual, its effect on religious and other social organizations, its effect on business and its effect on labour unions.

Discrimination is a matter with which I have to be concerned in my capacity as Minister of Citizenship and Immigration. I don't think there is any doubt that immigration, if not carefully handled, could cause an increase in discrimination in employment in this country, and for that matter, in any country which admits aliens. We have only to look back a few years in the history of the North American continent to find evidence of this. In the days when there was little or no control over the influx of people into this continent, a great deal of discrimination resulted, and much ill feeling between the immigrants and the people who were already living there.

There is a great contrast between what happened in those days and what is happening in Canadian immigration now. Although there are differences of opinion in Canada as to the numbers of immigrants who should be admitted, it is generally agreed that immigration is essential if Canada is to expand and develop its huge wealth in natural resources. There are those who take the attitude that we are not admitting immigrants fast enough. Other groups say that we should cut down the rate of arrivals. I believe that the proper course is somewhere in between these two points of view and that we ought to bring the immigrants in at a rate which conforms as closely as possible to our capacity for absorbing them into

our national life in useful employment. Of course, we occasionally make mistakes—it would be impossible to be right in every case in transplanting thousands of human beings in a new environment. But by using our absorptive capacity as a guide, it is hoped that these new Canadians will take their place in the day-to-day life of our Canadian communities with as little friction as possible. We hope that one of the results of this policy will be to keep to a minimum the prejudice and discrimination which sometimes resulted from the rapid influxes of people to North America in former years.

The speakers who will follow me in this series will be dealing with a variety of the more important aspects of the problem of discrimination. However, there is one aspect I consider is particularly important. What I am thinking of is prejudice as distinct from discrimination.

Many forms of discrimination are, of course, the results of prejudice; but the two are quite distinct, and this distinction was considered when the legislation, now known as the Canada Fair Employment Practices Act, was before Parliament last year. Prejudice is an attitude of mind. We cannot pass effective laws against an attitude of mind. Prejudice may just continue to exist in the mind, and we have plenty of examples to show us that it is undesirable, and unwise, to try by legislation to control men's minds, even if it were possible to do so.

It is when prejudice emerges from the mind and generates some kind of action by an individual or a group of individuals that prejudice can result in unfair discrimination. Now unfair discrimination is something that can be attacked in a variety of ways and one of these is the legal method. We cannot pass laws against prejudice, against what people think, but we can legislate against unfair discrimination—that is, against overt, prejudiced action.

The Canada Fair Employment Practices Act is a law which falls into this category. Under its terms, discrimination in employment on the grounds of race, religion, colour, or national origin is forbidden in fields of employment and in membership in trade unions which are under the jurisdiction of the Government of Canada.

This Act is expected to do much in preventing and eliminating discrimination in employment. But when this measure was being discussed in Parliament, the general opinion, not only of Members of Parliament, but of many Canadian organizations and individuals who presented their views to us through a parliamentary committee at that time, was that in addition to doing something about discrimination, the overt act, something should be done about prejudice—the attitudes of mind which are the roots of discrimination. The general opinion was that the way to attack this problem of prejudice was through education, through newspapers, magazines, radio and all of the ways in which enlightenment can under modern conditions reach the average individual.

This problem of prejudice in the human mind has been the subject of much intensive study by social scientists, especially in recent years. Valuable work has been done in this field during the post-war years under the auspices of the United Nations, especially through one of its associated agencies, the United Nations Educational, Scientific and Cultural Organization. I believe it is desirable to take advantage of the research that organization has done.

One thing that most students have agreed on is that prejudiced people, like heroes, are not born—they are made. Prejudice is something that is acquired. It is often passed from one generation to another. It is frequently the result of deliberate propaganda, sometimes by one nation against another, sometimes by one group within a nation against another group, and sometimes by one person against another. In addition to this, it is often found in children at a very early age. We all know from our own observations that prejudice can be acquired by children and usually the source of prejudice in young children is the influence of their parents.

Most parents, of course, do not want their children to have prejudices. However, students of this problem have found that children acquire prejudice by the example of unfortunate behaviour, by observations of other people and by other expressions of superiority. Students of prejudice have discovered that much of the time we older people do not realize that we are in fact passing on our prejudices to our children.

This, it seems to me, is one of the main things that Canadians and especially Canadian parents should keep in mind if they want to do something about prejudice and discrimination. Prejudice is a very subtle thing and even the students who have spent a lot of time in research and study of the problem admit that they cannot analyse it completely. However, it is safe to say that the best way to work against it is first to examine our own attitudes

and to try to develop a fair and open mind about other human beings who are different from ourselves.

Secondly, we can try to challenge the prejudices we find in our friends and acquaintances. We could go a long way towards making ourselves unpopular if we carried this attitude too far; but if we act tactfully we can often cause other people to think about their prejudices, and the first step in getting rid of prejudices is to recognize them.

For example: if someone says that Negroes are inferior just because they are Negroes, one can ask if he has ever seen the results of intelligence tests of Negroes as compared to tests among white people. I recently read, for example, of one Negro girl only nine years old who was tested and obtained an intelligence quotient of 200. Of all the children all over the world who have been tested for intelligence, there are very few indeed who have matched this figure. It means that this nine year old girl did as well on her intelligence test as the average person of 18 years of age.

I mentioned earlier that there are differences of opinion among various groups of people in Canada as to the number who should be admitted. I also occasionally hear comments on the type of person whom we allow to come. Some people feel that we are prejudiced in our policy and are not being fair in that we do not admit everyone who applies. Our immigration selection is not based on a feeling of superiority of any group or race. In brief, entry to Canada is limited to two groups, those who are close and dependent relatives of residents or citizens in Canada, and those who have certain trades or skills which we need. There is no racial, religion or colour bar.

I have recently received a letter complaining that newcomers do not all speak English immediately upon their arrival in Canada and suggesting that no one be permitted to come here until he has mastered that language. I am sure you will agree with me that the person expressing this view has a prejudice against those not of British origin.

In answering my correspondent, I pointed out that I did not think taxpayers of Canada would approve of an expenditure of money to teach our official languages abroad and I also pointed out that I knew of no country which by law banned the use of any foreign language in public.

Finally, I would like to say that we all, as free citizens of a democratic society, have an obligation to do our part to meet this problem, particularly in a country where we are seeking new citizens from outside our own borders. If we really believe in good citizenship, we must also believe that prejudice and discrimination are problems that should be attacked wherever and whenever they are found. Good citizenship implies equality of opportunity, and it must certainly include equality of opportunity in employment, and that is what we are striving for when we attack discrimination.

## Discrimination and Democracy in Canada

### Ralph Allen, Editor, Maclean's Magazine

Discrimination in its full and exact sense is far from an unwholesome thing. We discriminate in almost everything we do, from buying a pair of shoes to choosing a wife, or husband; and if we failed to discriminate in our eating and our drinking we'd all soon be dead of starvation, gluttony, alcoholism or some even more unpleasant form of poisoning.

The kind of discrimination I have been asked to discuss—and other speakers shall be discussing in later broadcasts of this series—is discrimination because of race, religion, colour or national origin. Most Canadians, I hope and think, are opposed to that kind of discrimination. In the field of employment we have built up a fairly large body of law specifically forbidding discrimination on any of those four grounds, although at a rough estimate two Canadian breadwinners out of every three still have no legal protection whatever against losing or being refused a job solely because of the colour of their skins, the churches they go to, or the way they spell their names.

That's the position on discrimination in employment: one out of three protected by law. What about other kinds of discrimination: the kind that says, sorry, we don't serve coloured people, or that says —almost never right out loud any more, but nevertheless gets the meaning across— "Apartment to Let. No Jews Need Apply". Ontario's brand-new Fair Accommodation Practices Act forbids discrimination "in any place to which the public is customarily admitted"—meaning mainly restaurants, hotels, bars and barber shops. Some towns and cities outside Ontario try to achieve the same end through local ordinance. But discrimination against the customer, against the person who wants to buy a meal or a place to live—and has the money to pay

for it—is even more widely sanctioned by law than is discrimination against the job-seeker.

"Why all this talk about law?"—I can hear a large number of listeners saying. The dwelling place of prejudice is the human mind, the human heart, the human soul: you can't eliminate prejudice simply by passing a law. Intolerance is not a physical thing: you can't legislate intolerance out of existence as though it were a dangerous railway crossing.

Of course not. But discrimination—the thing which arises out of prejudice and intolerance—is a physical thing. It is an act, not a state of mind. It is the act of closing the door to a personnel director's office for no other reason than that the man who wanted in happens to have been born in Poland or in Italy. Discrimination of the kind we're discussing here is the act of passing judgment on a man's ideas about God before passing judgment on his ability to handle a lathe or sell insurance and then allowing his ideas about God to determine whether he shall be given a job or not.

Legislation against discrimination of this kind admittedly is not so easy to enforce as is legislation of many other kinds. Even if enforced, its opponents say, it does more harm than good; aggravates prejudice, rather than diminishing prejudice. And thus, all it does is give the acts arising out of that prejudice—the acts of discrimination—a new shape; the shape of a prairie fire that, stamped out here, blazes higher there. So what good does the law do after all?

I can suggest three or four varieties of good merely by inventing a sequel to one of the tiny but well publicized episodes that contributed to the drafting of Ontario's Fair Accommodation Practices Act. A couple of years ago a coloured man was refused a haircut in a Toronto barber shop. He happened to be a trade union leader from Malaya and the trade unions of Canada have been in the forefront of the fight against discrimination for many years. The fuss that ensued was very noisy and very public and in due course a law was passed.

Now let's go on the imagined sequel. Let's suppose the same coloured man comes back to the same barber shop tomorrow. Has the proprietor, merely because a law was passed last spring, lost his distaste for coloured men? It would be nice to believe so, but the odds are overwhelmingly against it. The barber probably dislikes coloured men at least as much as ever—and possibly even a little more. But he does want to stay in business and his profit margin doesn't leave anything over for fines. So he cuts the visiting Malayan's hair, as the law says he must. What good has it done? As I said before, I can suggest three or four varieties of good. The first one is terribly obvious, but it's by no means unimportant: a man who needed a haircut got a haircut. And a business man running an honest and useful business got another customer. An assault against the dignity of one human being was prevented. So was a departure from courtesy and intelligence by another human being. And a visitor from Asia was spared at least one testimonial to the white man's arrogance and folly.

That's just one haircut, remember. Suppose that in the course of time the barber we're talking about should be compelled against his wishes to cut the hair of a thousand Negroes. The barber never lived who could see a thousand clients come and go in silence. Sooner or later, out of sheer habit, of sheer absent-mindedness, that barber would say to one of his Negro clients: "Well, I see the Leafs lose another". The Negro, if *his* prejudice against white barbers has not been too deeply rooted by past insults, might very well offer an interesting reply. The first thing he knows the barber is not just cutting Negroes' hair—he's actually talking to them. The next thing he knows he's saying to the barber behind the next chair: "You know, for a black man that fella that just went out ain't half as dumb as you'd think".

There's some fancy to this drama of the barber shop; but the theory behind it is not in the last fanciful. The whole history of racial and religious discrimination and the enactments for it and against it makes it absolutely clear that laws, while they cannot *end* discrimination in one magnificent swoop, do create a climate in which discrimination will gradually be lessened. The hotel owner who says: "I like Negroes personally, but my guests don't" is left without a defence for discrimination and, more important, so are his guests. The store owner who thinks he's merely deferring to his customers by refusing to hire Jews or Japanese or Chinese might very well, by one form of evasion or another, be able to continue the practice, but at least—if he respects his nation and its laws—his sense of virtue will have departed.

It's really not necessary to discuss this question of discrimination and the law in hypothetical terms. Already, insufficient

though they are, our existing Canadian laws have considerably reduced discrimination in employment. Similar evidence can be found elsewhere.

I don't want to fall into the smug and almost chronic Canadian habit of discussing race discrimination in terms of the Southern States; but it does happen to be true that the Americans' experience in this matter has been much more extensive and difficult than our own; it's also true, statistically and mathematically true, that cause and effect in respect to legislation have followed an almost entirely uniform pattern. At first the law is not too popular, but some people obey its letter and a few even obey its spirit. Gradually the idea sinks in that discrimination is not only unlawful but unfashionable. Recently, without dissent, the United States Supreme Court outlawed racial segregation in schools and—far more meaningfully—most states appeared ready to accept the ruling. That acceptance of common schools for white and black could never have been won unless it had been preceded by the piecemeal acceptance—through many hard struggles in many states—of laws and ordinances covering Negroes in factories, Negroes in streetcars, Negroes in baseball, Negroes in the best hotels.

A ten-year-old child can explain the psychological cycle at least as well as I can. Stop bullying a kid and the urge to bully him stops too. Hitler knew the corollary: throw enough stones at enough Jews and pretty soon everybody wants to throw stones at Jews.

I have referred only briefly to the dimensions and nature of the problem. It is a serious problem in Canada. It always has been. Less than a hundred and fifty years ago a man named Hart was elected to the legislature of Lower Canada and found that the law forbade him to take his seat because he was a Jew. Much more recently, the magazine of which I am editor undertook an independent study of discrimination in Canadian industry. Two young women, with almost identical qualifications were selected to answer advertisements for stenographers, typists, bookkeepers and filing clerks. One girl took the name of Greenberg, the other the name of Grimes. The test was tried on 47 employers. Forty-one of them offered appointments to Miss Grimes. Seventeen offered appointments to Miss Greenberg.

I cannot believe that any aware Canadian doubts the existence of racial and religious discrimination in Canada. We have been fortunate in that the frictions which are potentially most explosive—French versus English, and Catholic versus Protestant—have never given us nearly as much trouble as they might have done. The easy and pleasant explanation of this is that we Canadians are naturally reasonable and tolerant. A much larger part of the explanation, in my view, is that each of our two big ethnic groups has discovered, by trial and error, that the other is too big and tough to allow itself to be pushed around. At any rate, discrimination—*acts* of hostility between the two races—is decreasing and because of that prejudice—attitudes of hostility—is decreasing too.

That's really all I am attempting to say right now on this large and complex subject. If it's true that discrimination can never be fully ended until we end prejudice, it's equally true that prejudice can never be ended until we end discrimination. And discrimination—the act—is subject to law, while prejudice—the motive—is not. Law is not a full substitute for sense and decency, but it's often a mighty useful partner.

## Discrimination: What It Does to Man

### Dr. J. D. M. Griffin, General Director, Canadian Mental Health Association

An American sociologist once said that it's easier to smash the atom than to break a prejudice. What he meant was that it's very difficult indeed to change people's minds when their ideas and opinions are strongly protected by emotion and feeling. Racial discrimination and religious intolerance are examples of such prejudices. They are patterns of ideas not based on logic or reason. The mind which harbours them is closed and unreceptive to any new, unfamiliar or unaccepted idea. It reminds one of the man who says "I've made up my mind; don't confuse me with facts!" Prejudice and discrimination, like the atom, has its almost impenetrable nucleus. But the atom, as we know, *can* be smashed. And it is possible to break this hard core of prejudice. To do this we must know something of the nature of this kind of thinking, how it arises, and its effect on the person who *has* the prejudice as well as the effect on the person or group that is discriminated against.

First, let us establish the fact that the particular *kind* of prejudice we are discussing on this series is that associated with negative feelings toward a person or a group of people. So-called discriminatory feelings and practices directed against

particular racial, religious or ethnic groups is the obvious example. These discriminatory feelings are associated with considerable hostility which may be either obvious and overt—manifested by a show of aggressive hate—or may be hidden and unconscious—indicated only by vague feelings of distaste, embarrassment and suspicion. In any event, prejudice of this kind is usually destructive and damaging, not only to the people concerned, but to our social institutions, our communities and our very culture.

Negative prejudices of this kind are acquired. We are never born with them. They are not inherited. One might go further and say they are often very carefully *taught,* and once established are constantly reinforced and strengthened by superstitions, old wives' tales, legends and downright lies.

Take this sort of occurrence for instance. The other day I saw a young mother with a two-year-old enter a grocery store. The mother was telling the little boy that as a special treat she would buy him a candy. The little fellow put his hands on the glass counter and gazed for a long moment at the small array of jellied candies. He was most interested in a collection of little candy figures and he finally pointed to one of them, a black one, and said: "I want that one." The young lady who was behind the counter immediately said: "Oh no, you don't want *that* one. That's a nigger one!" Fortunately, the mother had the good sense to ignore the comment. She purchased the little black candy man. But as they went out the door the child asked: "What's a nigger, mummy?" You see?

Children are not born with prejudices. But they acquire them quickly as soon as other people's opinions become important to them. Chance words at home, or on the street, the use of the depreciatory word "nigger", for instance, creates pictures in the minds of other people and other groups. Often these pictures are unpleasant and frightening—and the first lesson in discrimination against Negroes has been taught.

At first, this feeling may be directed against a particular individual; but gradually this individual becomes an example, a type characteristic of a whole group. If, for example, we have an unfortunate experience with a person we now find that we no longer form an independent and separate judgment based on the evidence in the one case. Immediately the tendency is to classify the incident as typical of the whole group. The act becomes that of a Jew, a Negro, a New Canadian, rather than that of an individual human being. It serves as an occasion to reinforce the feeling against a whole section of the community.

This, very briefly, is *how* these prejudices start and develop. But *why* do they develop?

Briefly, prejudice is built up in the individual because of two almost universal factors: *frustration,* with which is linked fear and insecurity, on the one hand, and *ignorance* on the other. Because in some measure these factors are inevitably present in social relationships, we will likely always have prejudice in our society. All the more reason for us to understand why and how to combat and control it.

First, let us consider frustration. From the very start, the human infant encounters frustration in one form or another. Something or someone is always interfering with the immediate satisfaction of his desires. The response to this sort of frustration is frequently anxiety or hate. When in childhood he learns to associate a person (a frustrator) with his disappointment, the response is more generally anger and hostility. But in our society, and particularly in a little child's world, showing hostility is precisely what is not allowed. He must love his mother and father, even when they do the darndest things to him! So hostility gets repressed or dammed-up in the individual, and, among other things, it is this repressed anger which provides the head of steam for our prejudices.

Another factor which adds to this inner repressed hostility is the emphasis that is placed in our society on *success.* Very early in life the child learns that it is very important to do well in school—to come first in the class is an accomplishment of the highest order. He realizes well enough that only one person can have this kind of successful experience. So by fair means or foul many children try to win out, to come first. And since most must fail in this attempt, appropriate blame must be allocated. Often it's the teacher who had it in for him. More often it's the other children who don't play fair, particularly the Jewish children or some other group, who are supposed—quite unfairly—to work hard at their school work all the time. Here the competitive atmosphere of the school can furnish favourable ground for the growth of unreasoning prejudice. But it's only one example of many situations which arise throughout the lifetime of citizens of a highly competitive society.

In the end, this repressed hostility is apt to be discharged into institutions or groups, rather than on personal "enemies". For

the relatively insecure person, full of feelings of inadequacy, it is safer to vent hostility on that object which cannot be identified as any particular person, but must remain anonymous and designated impersonally as "it" or "they". Consequently, his most fanatic prejudices are directed against "the negroes", "the Jews", "the Catholics", "the Government", "the cops", and so on.

Objects like these permit discharge of irrational hostility, without doing too much damage to his personality. Furthermore, the prejudice does not seem irrational or immoral to such a person, but quite the reverse. Without doubting, he eagerly identifies himself with others who feel that this is a very proper, reasonable way of dealing with the realities of the situation. Indeed, not only is it reasonable, but it is positively *virtuous*.

In order to add to the virtue of this indignation, and reduce the possibility of feeling too guilty, such people usually indulge in further self-deception. They actually "project" into other persons those sentiments about which they in themselves may have guilty feelings. This projection in turn justifies the showing of hostility toward those other persons which they suppose seriously threaten their security. They become the sinners, the dangerous hostile prejudiced group who have it in for us!

Such a feeling is very difficult to maintain with respect to an object, group or person whom one really knows. So we find that the prejudiced person meticulously, if unwittingly, maintains his ignorance with respect to anything or everything which might make the object seem human, or nearly so. There are blind spots in his mental make-up which make it impossible for him to see the whole picture without distortion. In addition to blocking out what is good or valuable about this object, there is a selective highlighting of everything that is bad or that contributes to its potential danger.

Probably the most commonly held type of prejudice, and the one on which most people become fanatic, is *race intolerance* or the principle of bioligical superiority. This is based on the idea that there are some superior races, and some inferior. The commonest example is the attitude toward the Negroes and the Jews. Apart from the fact that the Jews are not a race at all, this idea of the essential, innate biological inferiority of some racial groups as compared with others is sheer nonsense, a long-exploded myth. All races have a common origin. Physical differences are all superficial and have developed slowly through diversity of climate and living conditions. Widely varying cultures have arisen, which in turn have produced great differences in behaviour, morals and social values. Within the Western civilization, discrimination, intolerance and underprivilege have affected adversely the development of certain groups; but there is no characteristic difference in the potential, mental, emotional and social capacity between races.

Another commonly held prejudice that could be analysed similarly is *religious intolerance*. Similarly we might mention the attitudes frequently held by organized labour and management toward each other. Often both are prejudiced.

What can we do? Let's be realistic. Prejudices cannot be entirely eliminated but their destructive influence and their pathological results can be reduced. From what has been said above, it is clear that first of all we must attack the basic psychological reasons for prejudice. This means attacking ignorance and frustration or insecurity. Recognizing that it is difficult to banish the kind of blind spots and selective ignorance which people seem to cling to so tenaciously, because they seem to be needed as psychological defences against insecurity and inadequacy, nevertheless we must proceed with determination to get the facts whenever we suspect prejudiced thinking; get the facts and pound them home relentlessly. Every time we suspect intolerance, it should be challenged.

This, by itself, of course, can frequently lead to more discord and hostility, not to mention personal unpopularity, unless we also recognize the importance of reducing frustration. So we must again look to the home, the school, the church, and our occupational life to weed out those pernicious practices based on outworn and prejudiced superstitions.

We must endeavour to raise our children to understand and appreciate the values which we have found useful and good. They must learn how to work out good and useful values of their own. But the disparagement of other peoples' values, powered by an overflow of destructive emotion, should be definitely guarded against.

Let's guard our own thinking carefully, too. How free are we from prejudice? Do we fully appreciate the cost of prejudices, not only in terms of energy, time and money, but as a force undercutting national and international stability?

## The Churches Look at Discrimination

The Rev. Richard D. Jones, National Director, Canadian Council of Christians and Jews

There is no cause that means more to me than that of strengthening the bonds of brotherhood that unite the peoples of this nation who differ in culture, ethnic origin, creed or race. It is my firm conviction that the church and synagogues have done much, and can do even more, to build a nation in which the Brotherhood of Man under the Fatherhood of God is the only acceptable pattern of society. Therefore, I am pleased that I was invited to be a member of this panel, and that the subject assigned me was "The Churches Look at Discrimination".

In my thinking I will limit myself to the Christian Church and to the synagogue, since within Christianity and Judaism are to be found the great majority of our people. Christianity and Judaism throughout the years have not only shown a deep concern in the relationship of God and man, but also in the relationship of man and man.

In the sacred writings of Christian and Jew the theme of brotherhood is one that occurs frequently and is given great importance. "Have we not all one father? Has not one God created us? Why then are we faithless to one another?" "Thou shalt not hate thy brother in thy heart. Thou shalt love thy neighbour as thyself", and "God hath made of one blood all nations of men for to dwell on the face of the earth."

The parable of the Good Samaritan teaches an unforgettable lesson in brotherhood. The man by the wayside was a total stranger, a member of an alien race, but he also was a son of God. As such to him was shown a spirit of brotherhood.

The spiritual leaders of Christians and Jews have throughout the ages stated the position of Christianity and Judaism regarding discrimination, intolerance, hatred.

It was Hillel in his concise answer to the Roman who challenged him to rehearse the whole of Judaism while he stood on one foot who said: "What is hateful unto thee, do not unto thy fellow. That is the whole of Judaism. All the rest is commentary." The Jew of today speaks as clearly for Brotherhood as did his forefathers. The prophets of Israel, dedicated to God and the welfare of their fellow man, bid us pursue justice, seek peace, and attain brotherhood with everyone of God's creatures, whatever their race, creed, or class. What is true of the modern Jew is true of the modern Christian. Pope Pius XII has said: "Catholics have the responsibility to rid themselves of all trace of racial bigotry. That a man's colour be white, black or yellow is of little consequence in the sight of God. Set a watch, O Lord, before my mouth and a door round about my life that my heart incline not to evil words. We need a spirit of true accord and brotherhood animating all; superiors and subjects, employers and workers, great and small, in all classes of the people. There are no master races in the world—all are servants of God. Who fails to recognize that we are all children of one heavenly Father—that we are in every respect of equal right at the gates of eternity, is a tool or emissary of the realm of darkness."

The position of Christian and Jew regarding brotherhood is crystal clear. Thus we would expect the church and synagogue to take an active part in the campaign to promote in this and every nation, the brotherhood of man under the fatherhood of God, the compaign to promote in Canada justice, amity, cooperation and understanding among all peoples who compose this great nation.

In many of our churches people of different races and ethnic origins worship together. I know of at least one instance, and there may be others, where the pastor of a church is of one race and almost all, if not all, of his congregation is of another. Many of our churches and church-centred organizations are carrying on vigorous campaigns to make New Canadians feel at home within the nation, and to help them in every possible way to become adjusted to their new environment.

The Sisters of Service of the Catholic Church during the past year met 200 ships and 60 trains. They served 3,000 hours at the ports of entry. Members of the Catholic Women's League compiled scrapbooks for the New Canadians, describing in picture form the country through which they were passing. Help is also provided by this same organization for New Canadian families.

Jewish organizations are giving similar service to those who request their help.

From a report of the Board of Home Missions of the United Church of Canada I quote: "Do these people appreciate our help and the love gifts sent in by the Church groups all across Canada? They certainly do. One immigrant asked: 'Who does all this for us?' On being told; 'The

people of the Church', he replied: 'How can they do all this?' When that was explained, still mystified, he replied, 'Yes, but how can they do all this free, and for us whom they do not even know?' Thus the seed of brotherly love is sown in the hearts of these people. We have faith to know that it will bear much fruit."

The Canadian Council of Churches has a special committee that deals with New Canadians. It seeks to help the New Canadian on his arrival—to assist him in reaching his destination and to help him in the difficult period of transition and readjustment.

Many individual churches have adopted New Canadian families, and are endeavouring to give to them a helping hand. This brief address does not give me the opportunity to give the details of how Christian churches and Jewish synagogues are carrying out the spirit of brotherhood in their dealings with the thousands of immigrants who monthly join the Canadian family, but I assure you, it is a thrilling story.

The churches and synagogues are concerned not only with the problems faced by New Canadians but with group relations in all of its widest aspects. The 1954 report of the Board of Evangelism and Social Service of the United Church of Canada has a section on Racial discrimination. From this report I quote:—

"Whereas the scriptures teach that God has made of one blood all nations and the Lord Jesus Christ has commanded that we love one another as He loved us; and Whereas character is not a matter of race or colour; and Whereas Canada is becoming more and more a nation of many races who must dwell together in peace for the commonwealth; and Whereas Canada and the province of Ontario have made certain forms of racial discrimination illegal, thereby indicating a desirable trend in social legislation: Be It Resolved That This Board:

1. Deplores such acts of racial discrimination as have occurred in several centres.
2. Calls upon members and courts of the United Church to exercise concern about the principles of brotherhood and a strict recognition of the laws of the land wherein such principles are enunciated.
3. Urge church people to offer friendship to New Canadians irrespective of race and country of origin and endeavour to make them feel at home in the social life and institutions of this land.
4. Urge provincial governments to enact legislation to restrain all overt acts of discrimination regarding employment or membership in trade unions and other societies."

Over the years, the Church of England in Canada has spoken out with force on the same subject. In 1948, its General Synod passed the following resolution: "Recognizing the vital need for the preservation and promotion of good relations among the members of all groups in Canada, General Synod urges the clergy to give leadership in bringing to public attention and in resolving any instances of racial discrimination which may arise in our midst, and

"In particular the Synod would re-emphasize the obligation of all citizens to stand for fairness and equality toward the members of all racial groups in the matter of employment in industry, in neighbourhood and social relations, and in trade and professional life; the Synod further calls upon governments in our country to do everything possible to give form and substance to the spirit of the Declaration of Human Rights of the United Nations, and to incorporate its principles in the law of the land where still necessary and possible, and

"The Synod prays even more urgently that our own people will promote by friendly personal and family contacts, goodwill among all groups and in the spirit of the Gospel seek to avoid all discriminatory feelings and action in relation to them."

Certain of our provinces and the Federal Government itself have passed legislation dealing with various aspects of group relations. In many instances churches and synagogues played an active role in pressing for such legislation. As an illustration I quote from the 1952 report of the Council for Social Service of the Church of England in Canada, a section of the report dealing with legislation in Ontario.

During 1951, acting under authority, the Executive Committee empowered the General Secretary to present a statement to the Government of Ontario, seeking legislation to ensure that employment would be given by industries without regard to race or colour; to secure that no discrimination would be practised by hostelries, restaurants or places of public amusement: that property deals should not be subject to such discrimination. We now report that an Act has been passed to make illegal, discrimination in the matter of securing or maintaining employment. Another Act has been passed making illegal any clause in a deed of land discriminatory of race or religion.

Recently the Ontario Government added to the legislation dealing with discrimination the Fair Accommodation Practices Act.

I have no doubt that many other churches and organizations related to the church have been equally concerned with the elimination of discrimination of all types throughout the nation. I could speak at length on the work being done by such organizations as the Knights of Columbus, the B'nai B'rith, The Council of Jewish Women, the YMCA, the YWCA, and of many others, but time does not permit.

The work of the organization I know best, of course, is that of which I am Executive Director—The Canadian Council of Christians and Jews. This organization was founded seven years ago by a group of spiritually motivated business men, educators, civic leaders, for the purpose of promoting by educational means better group relations throughout the nation. The Board of Directors of this organization and the members of its many commissions and committees are composed, not of official representatives of any church or civic group, but rather of individuals who are Catholics, Protestants, Jews, Negroes or whites, French Canadians, Anglo-Saxons, and so on. The Council carefully avoids giving the idea that one religion is as good as another; that it doesn't matter what a man believes. It recognizes that there are fundamental religious differences. It does not promote common worship services. It does feel, however, that there are areas of common concern in which men who believe in God should and indeed must work together.

The Council promotes Brotherhood Week, which is celebrated each year in February and the Honorary Chairman of which is the Rt. Hon. Louis St. Laurent.

Yes, the mandate of Christianity and Judaism is clear in regard to discrimination and intolerance. The Church and Synagogue recognize that mandate. I am convinced that throughout Canada Brotherhood is becoming more and more the only acceptable pattern of daily life. I also definitely feel that to the church and synagogue and to related organizations must go a certain amount of credit for this fact.

> He prayeth best who loveth best
> All things both great and small
> For the good God who loveth us
> He made and loveth all.

# Collective Bargaining in Canadian Municipalities

**Digest of new book, *Relations between Canadian Municipalities and Trade Unions of their Employees*, based on study made possible in part by fellowship under Labour Department-University Research Program**

This article is a short digest of a recently published book entitled *Relations between Canadian Municipalities and Trade Unions of their Employees*. Publication of this study, by Saul Frankel and R. Cranford Pratt, was a joint endeavour of the Canadian Federation of Mayors and Municipalities and the Industrial Relations Centre of McGill University. The volume is now available from either of these organizations at a price of $2.00. The original study was made possible through a grant from the Canadian Federation of Mayors and Municipalities and a fellowship made available under the Labour Department-University Research Program (L.G., April 1954, p. 540). The views and opinions expressed in the article are those of the authors; the article is published in the *Labour Gazette* in view of the general interest in the topic.

Most unionized municipal workers belong to local unions directly chartered by one or other of the central labour congresses.

In 1952, for example, there were 32,867 municipal employee members of unions affiliated with the central labour congresses, of whom 22,022 belonged to directly-chartered local unions. In addition a substantial number of municipal unions are organized on a purely local basis without any broader affiliation. While no accurate estimate of the number of these unaffiliated locals is available, the results of a survey conducted by the authors covering more than 70 Canadian municipalities shows that 30 out of 203 local unions were independent organizations.

The following table, which summarizes the result of a recent survey of the Canadian Federation of Mayors and Municipalities, gives a further indication of the extent of unionism in Canadian municipalities:

| Size of Municipality | No. of Municipalities | |
|---|---|---|
| | Having collective agreements with one or more unions | Not having collective agreements with unions |
| Exceeding 50,000 | 22 | — |
| 20,000-49,999 | 23 | 1 |
| 10,000-19-999 | 21 | 10 |
| Up to 9,999 | 16 | 25 |
| Totals | 87 | 36 |

## General Considerations

It is sometimes argued that trade unionism and collective bargaining are inappropriate when the employer is a politically responsible body. Stated in this bold and unqualified form this proposition is rejected. In the opinion of the authors, a generalized argument supporting the sovereignty of the employer without strong specific reasons will not justify a denial of important civil rights to a large body of employees. Before municipal employees, or indeed any employees, are denied that right of association which their fellow citizens enjoy and value, there must be clear, compelling reasons of public policy which demand it. This proposition is more than a statement of democratic values. It is important in the formulation of sound personnel policy, for an employee group will not long remain satisfied and passive if it feels itself wrongly deprived of basic civil rights.

It has also been contended that while associations of municipal employees may have a place in local government, collective bargaining has not. The evident and wide differences between the economies of a private corporation and a municipality are recognized and an attempt is made to determine how these differences affect, and are affected by, the introduction of collective bargaining in the municipal field. The differences, it is contended by the authors, do not render collective bargaining between municipalities and their employees inappropriate.

There are restraining forces operating on both the union and the municipality as they meet at the bargaining table. The municipality is restrained by its sense of responsibility to the taxpayer as well as to its employees. It must take into account the possibility of public sympathy for the employees should they feel aggrieved enough to strike. At the same time, because of the continuous pressure in Council and community for a lower mill rate, it must beware of appearing "too soft" in dealing with the demands of its employees. The union, on the other hand, is restrained by its recognition of the power that the municipality can command in the event of a strike, by the possibility of intense public antipathy to strike action, and by the sense of responsibility of its own leaders and membership.

When, therefore, the two parties meet in collective bargaining session one can reasonably hope that an agreement will result that will involve neither an injustice to the employees nor an extortion from the municipal taxpayer. The experience with collective bargaining in Canadian municipal government, it is contended, seems to substantiate this hope.

Opinion is divided on the question of the right of municipal employees to strike. This study has led to the view that the general approach now contained in the labour legislation of most provinces as regards municipal employees is substantially the correct one. In most provinces, the law distinguishes between services whose interruption would threaten the public order and safety and those that would involve no more than general discomfort and inconvenience. The latter can readily come under the same legislation that attempts to promote labour peace throughout industry generally. Where the public order and safety would be threatened by a work stoppage, the community has the right and duty to employ its legal resources to help assure that there shall be no interruption of vital services.

However, as is increasingly recognized in Canada, where the right to strike is surrendered or withdrawn there should be provided adequate alternative means of assuring that the employees' demands will receive a proper and impartial hearing. This implies the submission of the dispute, in the last resort, to binding arbitration by independent and competent authorities.

## Compulsory Arbitration

Canadian experience with peace-time compulsory arbitration in disputes over the negotiation of collective bargaining agreements has, with the exception of Quebec, been confined to disputes involving policemen and firefighters. It is clear that employees in these categories and their municipal employers may reasonably be required

to refer an unresolved bargaining problem to an arbitration board for a binding award. However, experience with compulsory arbitration, in both the general municipal field in Quebec and in the cases of fire and police personnel in other provinces, suggests that it is not the easy solution to labour disputes which it is sometimes represented to be. This judgment is supported by the following points:

1. The absence of clear criteria and established procedures to guide the deliberations of an arbitration board. This is due, in part, to the nature of the arbitration process itself when applied to labour disputes as well as to the lack of cumulative experience;
2. The difficulty of obtaining chairmen for arbitration boards who are both technically competent to deal with the matter under dispute and who are also recognized by both parties as being neutral. This factor has resulted in a relatively high turnover of arbitrators with the consequent dissipation of arbitration experience and a frequent dissatisfaction with the awards;
3. An arbitration award for one category of municipal employees can have serious repercussions throughout the whole wage and job classification structure of the municipal administration. This has led some civic authorities to favour the restoration of the right to strike for fire fighters and policemen. They would seem to regard the possibility of an occasional strike as less disruptive to the all-over administration than the frequent references of wage disputes to arbitration boards;
4. Arbitration implies the transference of a major area of administration from the politically responsible council to a non-politically responsible board;
5. The availability of compulsory arbitration tends to undermine the whole process of collective bargaining in good faith.

For these reasons no general extension of compulsory arbitration is anticipated by the authors. However, with reference to those limited fields where, with reason, it is now employed, certain tentative recommendations may be made, as follows:

1. Joint consultations might be undertaken between representatives of the employees and the municipality in order to set up a mutually acceptable panel of arbitrators and to determine the method of selection for specific cases. While individual arbitrators may be replaced, the panel itself, as a continuing institution, may become a repository of cumulative experience and thus earn the respect and confidence of the parties.
2. Criteria for arbitration are desirable but one must be skeptical of any formula that attempts to determine them deductively. The successful operation of the informally constituted panel cannot but reveal a pattern of standards which can acquire the force of precedent and thus introduce an element of objectivity in the arbitration process.
3. Panels may well require that arbitrators indicate the main lines of their reasoning in handing down their awards. This would help to reveal standards and to make them subject to the critical scrutiny of other members of the panel as well as the disputants.

## Municipality's Bargaining Committee

Collective bargaining presents problems of a difficult and complex nature when the employer is a municipal corporation. While there may be formal similarities in the structures of municipal and private corporations, the distribution of effective operating power differs rather sharply. The managing director of a private corporation is delegated the primary operating responsibilities within the framework of a widely defined general policy. In contrast, the municipal council remains a real day-to-day decision-making body exercising fully its authority and powers.

Superficially it would appear that the council itself should be its own bargaining committee; but the number of people involved and the complexity of the issues make this impracticable in most municipalities. Instead, Canadian municipalities have been represented in a variety of ways:— (1) by a leading administrator, (2) by an all-political committee of council, and (3) by a joint committee of councillors and administrators. Of the municipalities answering our questionnaire, eight use the first technique, thirty-three the second, and fifteen the third.

Although the experience of these Canadian municipalities points to no conclusive preference, it does suggest a number of observations:

1. Labour relations are bound to be embittered if a council rejects an agreement which is the result of bargaining between the union and a committee named to represent the city. Though this possibility cannot be eliminated it may be kept to a minimum by assuring that the committee representing the council,
   (a) reflects, in its composition, the general political orientation of the council,

(b) contains some of the leading and most responsible members of the council, preferably including a leading member of the finance committee,

(c) keeps the other councillors informed, either informally or through formal channels, of the progress of negotiations.

2. A council cannot expect to repeat in detail the work done by its agent. Only when the union bargains directly with representatives whose advice the council will normally accept can satisfactory labour relations be achieved. This means that the appointed agent of a council must be given a real measure of its confidence. This is of particular importance where a leading permanent administrator is appointed as the bargaining agent. In this case, since no councillors have been committed to the agreement, the danger of its rejection by the council is correspondingly higher.
3. Whatever the method of representation, adequate provision should be made for the contribution which the experience and knowledge of the permanent municipal administrator can make.

## The Legal Framework

The report contains a summary of current labour legislation relevant to the study. No basic modifications to existing legislation are recommended. However, several technical suggestions that might improve the clarity and precision of present laws are offered:

1. The status of policemen with regard to collective bargaining and the application of labour relations legislation could be clarified in those provinces where specific legislation is not provided. This seems particularly necessary in view of judicial opinion that policemen are not employees of a municipality in the usual sense.
2. Where employees performing vital services voluntarily surrender the right to strike, consideration should be given to providing the right to refer unresolved disputes to an arbitration board.
3. The jurisdiction of municipalities to agree to binding arbitration where this is not required by law could be made clear by enabling legislation which gives the city the right to do so.

## Other Matters Dealt With

Three further matters relevant to municipal collective bargaining are dealt with:

1. Where a particular municipal service is not directly under the authority of the council, labour relations in the municipality may be disrupted by a lack of coordination between the municipality and the board controlling the special service.
2. The report surveys various criteria that are from time to time offered as the proper basis for municipal wage policy. Some have suggested that wage policy should be based on changes in the cost of living, some on the wages paid by other municipalities, others on the wages paid for comparable work by private industry in the municipality itself. Each of these is examined. A final preference is shown for the proposition that municipal wages should be comparable to those received by the municipal residents and taxpayers for similar work in private employment. It is recognized, however, that even within this criterion there is room for disagreement and hence for genuine bargaining.
3. In many discussions on trade unionism in municipal government, major consideration is given to the influence of political interference in the bargaining process. This is to be expected. Both unionists and rate payers have every right to support particular candidates and act vigorously to assure that the council is informed of their grievances and suggestions. Nevertheless, serious damage to labour relations and to the sound and economic administration of municipal affairs can result if matters of collective bargaining are consistently thrust into the general arena of municipal politics. But it is not additional administrative machinery that can prevent this. Councillor and unionist alike must recognize the dangers that would entail; they must therefore rely on their readiness to settle labour disputes through bargaining rather than through political activity.

Finally the report comments that there is a tendency to look upon labour relations as something periodic and spasmodic. The yearly contract negotiations are sometimes regarded as a hurdle to be left behind as soon as the ink is dry on the collective agreement. It is quite clear however, that labour relations are continuous. The agreement is not a magic formula which settles all problems for another year. Good personnel policy is not reflected only in an atmosphere of good faith surrounding the periodic contract negotiations.

This report has concentrated on the problems and difficulties of collective bargaining in municipal government in Canada.

*(Continued on page 1306)*

# 50 Years Ago this Month

**Private employment agencies were common feature of 1904 industrial scene; approximately 100 in operation across the country. Government employment services non-existent, except for agricultural labourers**

Employment agencies and bureaus, their functions and operations formed the subject of the feature article of the September 1904 issue of the LABOUR GAZETTE. The article pointed out that no agencies existed that were administered or financially assisted by the federal or provincial governments, affording an interesting comparison with the nation-wide National Employment Service of today.

Ontario, Manitoba and the Northwest Territories, however, did conduct employment bureaus for the sole purpose of providing agricultural labourers with work, supplying them with information and directing them to the localities where they were most needed.

From the results of its survey, the Department of Labour estimated that about 100 employment agencies had been carrying on business for a period. Approximately half were concerned with supplying domestic servants to applicants and filling other positions open to women. Others generally dealt with relatively unskilled workers and only one or two filled positions among the skilled trades.

Of the 28 agencies that sent in returns to the Department, five were conducted free of charge, two of them being supported by municipalities, one by charitable funds, one by a labour organization at its own expense and the fifth by a labour body on premises placed at its disposal free of charge.

Where fees were reported to be charged, in six cases they were obtained from applicants for work only, in five from applicants for help only and in eleven cases from both parties. The charges levied ranged from 25 cents to two dollars, with one dollar being the average cost.

The 14 agencies reporting on the number of applicants for work and the positions filled accounted for 35,909 applicants and for 21,413 vacancies filled. The Department estimated that in 21 of the employment bureaus there were 43,793 applicants for work, of whom more than 28,066 obtained employment.

August 1904 saw a decline in employment east of Lake Superior and in British Columbia but a decided improvement in Manitoba and the Northwest Territories. In British Columbia, the decline in activity was partly attributed to the comparative failure of the salmon run and an influx of labour into the province. Over-all, wages showed a downward tendency, though a strong upward movement was reported in Manitoba and the West.

In the Ottawa valley, choppers, teamsters and rollers were being paid $30 a month by lumber companies, a reduction of five dollars from the rate paid a year earlier. Road cutters and cooks were receiving the monthly wage of $20 to $22 and $40 to $45, respectively.

Workers in the square timber trade, whom the GAZETTE termed "high priced labour", and who received wages of $50 to $55 a month, were reported to be in very limited demand because of unfavourable conditions prevailing in the British market. The "most important" wage increase for the month was recorded in Winnipeg, where labourers received an increase from 17½ cents an hour to 20 cents, according to the GAZETTE. The railways throughout the West had just increased daily wages from $1.50 to $1.75 and $1.75 to $2 for employees in these wage categories.

A general advance in the price of flour and a scarcity of milling wheat was the most noticeable feature of the cost of living for August 1904, as reported in the September issue. London, Ont., reported that flour was selling for a dollar a barrel higher than a year earlier although the price of bread had not been affected generally.

As far as the industrial scene was concerned, the GAZETTE reported that labour disputes in August compared favourably with July and with the same month a year ago, the total number of disputes in existence being 14 compared with 20 in July and 22 in August 1903. Of the labour disputes studied by the Department in August, eight began before August 1 and six after that date. This represented a decrease of six compared with July and a decrease of eight over August of the previous year.

International Labour Organization

# ILO Report Urges Measures to Ensure That Higher Productivity Benefits All

**Policies to ensure that benefits from higher productivity are fairly distributed through higher wages or lower prices, or both, should accompany action to raise productivity, recently released report says**

The International Labour Office says in a recent report that it is of "the utmost importance that action to raise productivity should be accompanied by appropriate employment policies, by appropriate policies to ensure that the benefits from higher productivity are fairly distributed through higher wages or lower prices, or both, and by safeguards to ensure satisfactory working conditions."

The report says that these measures are essential to ensure that increases in productivity are rapidly translated into improvements in economic and social welfare. It emphasizes that they should be regarded as integral parts of productivity programs because "unless workers are reassured on these points their indispensable co-operation cannot be expected".

The report is entitled "Higher Productivity in Manufacturing Industries" but much of it—according to the report itself—is equally applicable to other fields of economic activity.

It is explained in an introductory foreword that the report's purpose is to "help to carry a stage further the very necessary process of reaching agreement on what needs to be done in order to raise productivity in manufacturing industries and elsewhere".

The report is divided into three parts. The first deals with the general environmental conditions affecting productivity; the second discusses what can be done to increase productivity within the individual establishment; and the third gives the conclusions of an ILO meeting of experts on practical methods of increasing productivity in manufacturing industries.

The study is concerned with the problem of productivity in the broad sense of "the problem of utilizing as efficiently as possible all types of resources in use". It stresses that higher productivity is not an end in itself but a means of promoting social progress and strengthening the economic foundations of human well-being. Higher productivity, it declares, is important in all circumstances, and in the circumstances of many countries today it is the most important, though not the only, way to higher living standards.

The report underlines the need for productivity programs to take account of workers' fears, first, of working themselves out of a job, and, second, that employers will get all the benefits of the higher productivity. To remove the basis for such fears, it emphasizes, the programs must include measures to ensure that higher productivity improves economic and social welfare. This and other problems involved in increasing productivity are formidable and controversial, the study acknowledges. It points out, however, that it is in the common interest of employers, workers and governments to seek to define and extend the area of agreement in regard to them.

The problem of the effects of higher productivity on job security is especially difficult in the underdeveloped countries, where there is unemployment and underemployment, the report says, adding that "it might seem that policy in such countries should aim at increasing production and employment rather than at higher productivity".

"Certainly," it says, "measures taken in such countries to promote higher productivity should form part of a co-ordinated economic program designed to expand opportunities for employment as well as to raise output. Certainly, too, it would be inappropriate to attempt to adopt, in countries where labour is abundant and cheap and capital scarce and dear, the capital intensive and labour-saving methods of production which are appropriate in such countries as the United States and Canada."

In discussing the economic and institutional factors affecting productivity, the report makes the point that it is not sufficient to ensure that resources are utilized

*(Continued on page 1309)*

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during July. The Board issued three certificates designating bargaining agents. During the month, the Board received eleven applications for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

### Applications for Certification Granted

1. Brotherhood of Railroad Trainmen, on behalf of a unit of road train conductors employed by the Dominion Atlantic Railway Company, Kentville, N.S. (L.G., July, p. 992).

2. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel employed by Pacific Towing Ltd., Vancouver, B.C. (SS. *Lillooet*) (L.G., Aug., p. 1136).

3. International Union of Operating Engineers, Local 115, on behalf of a unit of construction employees employed by Dutton-Mannix Companies Limited, Calgary, Alta., in the Teslin area of the Yukon Territory (L.G., July, p. 992).

### Applications for Certification Received

1. International Brotherhood of Electrical Workers, Local 1318, on behalf of a unit of employees of the Maritime Broadcasting Company Ltd. (Radio Station CHNS), Halifax, N.S. (Investigating Officer: D. T. Cochrane).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of red caps employed at various points throughout the Atlantic Region of the Canadian National Railways, excluding Newfoundland District (Investigating Officer: R. M. Macleod).

3. The Order of Railroad Telegraphers, System Division No. 7, on behalf of a unit of caretaker agents employed at various points on the Eastern Region of the Canadian Pacific Railway Company (Investigating Officer: J. S. Gunn).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Chicoutimi Inc. (Radio Station CJMT), Chicoutimi, Que. (Investigating Officer: C. E. Poirier).

5. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Saguenay Ltée (Radio Station CKRS), Jonquière, Que. (Investigating Officer: C. E. Poirier).

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Lac St-Jean Ltée (Radio Station CFGT), St. Joseph d'Alma, Que. (Investigating Officer: C. E. Poirier).

7. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel of Lake Shore Lines Ltd., Montreal (SS. *Island King II*) (Investigating Officer: L. Pepin).

8. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers, firemen and trolleymen employed on the Montmorency Subdivision of the Canadian National Railways, Montreal (Investigating Officer: L. Pepin).

9. National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, on behalf of a unit of marine engineers employed by the Abitibi Navigation Company, Toronto (SS. *Wacondah*) (Investigating Officer: H. Perkins).

10. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoring and freight handling employees employed by Canada Steamship Lines Limited at various ports from Quebec to Fort William, Ont. (Investigating Officer: R. Trépanier).

11. Sept Iles Railway Mechanical Department Employees' Association, on behalf of a unit of employees of the Iron Ore Company Limited, Sept Iles, Que. (Investigating Officer: C. E. Poirier).

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During July the Minister appointed conciliation officers to deal with the following disputes:—

1. Canadian Pacific Railway Company (British Columbia Coast Steamship Service), Canadian National Steamships and Union Steamships Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

2. Queen Charlotte Airlines Limited, Vancouver, and Lodge No. 876, International Association of Machinists (Conciliation Officer: D. S. Tysoe).

3. The Commercial Cable Company, Newfoundland, and The Commercial Cable Staffs' Association, St. John's Nfld. (Conciliation Officer: W. L. Taylor).

4. Dinamac Tanker Service, Home Oil Distributors Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe).

5. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

### Settlements Reported by Conciliation Officers

1. Canadian National Railways (yard foremen and yardmen employed at Toronto) and Brotherhood of Railroad Trainmen (Conciliation Officer: F. J. Ainsborough) (L.G., June, p. 816).

2. Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough) (L.G., July, p. 992).

3. Queen Charlotte Airlines Limited, Vancouver, and Lodge No. 876, International Association of Machinists (Conciliation Officer: D. S. Tysoe). (See above.)

### Conciliation Board Appointed

1. Essex Terminal Railroad Company, Walkerville, Ont., and the Brotherhood of Railroad Trainmen (Conciliation Officer: F. J. Ainsborough) (L.G., June, p. 816).

### Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in June to deal with matters in dispute between the Lakehead Terminal Elevators Association, representing elevator companies at Fort William and Port Arthur, and Local 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug., p. 1139), was fully constituted in July with the appointment of His Honour Judge A. H. Dowler, Port Arthur, Ont., as Chairman. Judge Dowler was appointed by the Minister on the joint recommendation of the other two members, M. A. MacPherson, QC, Regina, and C. C. Cooper, Port Arthur, who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in June to deal with matters in dispute between the Gatineau Bus Company Limited and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Aug., p. 1139), was fully constituted in July with the appointment of the Hon. Mr. Justice Edouard Tellier, Montreal, as Chairman. Mr. Justice Tellier was appointed by the Minister in the absence of a joint recommendation from the other two members, Jean C. Bherer, Montreal, and James H. Stitt, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively.

### Conciliation Board Report Received

During July the Minister received the unanimous report of the Board of Conciliation and Investigation established in April to deal with matters in dispute between Patricia Transportation Company Limited, Winnipeg, and the Canadian Brotherhood of Railway Employees and Other Transport Workers. The text of the report is reproduced below.

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# Report of Board in Dispute between

## Patricia Transportation Company Limited, Winnipeg

## *and*

## Canadian Brotherhood of Railway Employees and Other Transport Workers

The Minister of Labour
Confederation Building
Ottawa

The Board appointed to consider the above matter met first on May 21. Members of the Board present were:—

Mr. E. V. Caton,
Chairman.
Mr. C. H. Attwood,
Nominee of the Respondent.
Mr. Leon Mitchell,
Nominee of the Applicant.

The union was represented by Messrs. H. A. Allison and W. H. Thompson, and the Company by Mr. B. H. Wilson, Managing Director of the Patricia Transportation Company; both parties presented formal briefs.

Other meetings followed at which additional information was presented to the Board by both parties and at which a full and free discussion on all matters in dispute took place, and endeavours made to reconcile the various views. Agreement was finally reached on all points except wages and union security. Counter offers were made by the union and the Company and finally an agreement was reached on wages but it was not found possible to come to a mutual agreement on union security.

On July 28 the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Patricia Transportation Company Limited, Winnipeg.

The Board was under the Chairmanship of E. V. Caton, Winnipeg, who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the company to the Board was Charles H. Attwood and the union nominee was Joseph James, both of Winnipeg.

The Board reported that agreement had been effected on all issues except union security.

The text of the report is reproduced herewith.

During the hearing Mr. Leon Mitchell was taken seriously ill and was unable to take further part in the proceedings. At the request of the union, Mr. Joseph James was appointed to replace Mr. Mitchell.

Your Commission therefore, after hearing both sides to the dispute and after giving the matter full consideration, and with a view to a fair and equitable settlement, recommends as follows:—

That the agreement between the two parties signed on the twenty-third day of December 1952, for a duration of not less than one year from December 16, 1952, and thereafter until revised or superseded, be binding on both parties with the following amendments:

1. *Article 18. Union Security* be deleted and the following substituted therefor: "The Company after August 1, 1954, and subject to the provisions hereinafter contained, shall deduct from the pay of each employee, payable to him during the life of this agreement, such sums as may from time to time be assessed by the union on its members for general union purposes, in accordance with its constitution and by-laws, excluding any initiation or entrance fee and any special assessment or increment on any assessment which relates to any special union benefit, such as union insurance, in which a non-member employee as such would not participate or the benefits of which he would not enjoy. Such deductions shall be made only on the condition and under the circumstances as are applicable to the payment of dues and assessments made under the constitution and by-laws of the union.

"All sums so deducted by the Company in any calendar month shall be remitted by the Company to the union by cheque prior to the 10th day of the month following in which the deductions are made.

"All employees who on the date of this agreement are members of the union in good standing in accordance with its constitution and by-laws and all employees who shall become members after that date, shall as a condition of employment maintain their membership in the union in good standing for the duration of this agreement, provided, however, that this provision shall not apply to any employee who within fifteen days prior to the expiration of this agreement shall give written notice to the union and Company of his intention to withdraw from the union.

"The total amount deducted, with a statement showing names and amounts, shall be prepared by the Company and forwarded to the designated officers of the union.

"Deductions shall be made from the second payroll each month.

"Employees who during any calendar month receive less than one-half month's pay will have no deductions made".

2. *Article 19. Rates of Pay.* "To be amended by substitution for the rates of pay therein set forth by the revised schedule of rates attached hereto and designated "Revised Payroll Schedule".

3. *Article 22. Duration.* To be amended to read: "This agreement shall become and remain in effect for a period of not less than one (1) year from June 1, 1954 to May 31, 1955, and shall continue thereafter unless written notice is given by either party in writing within thirty days previous to May 31, 1955 of their desire to terminate same.

"It is further recommended that the revised rates of pay be retroactive to the first day of June 1954."

All of which is respectfully submitted this 26th day of July, 1954.

*(Sgd.)* E. V. Caton,
*Chairman.*

*(Sgd.)* C. H. Attwood,
*Member.*

*(Sgd.)* J. James,
*Member.*

## REVISED PAYROLL SCHEDULE

| Terminal | Occupation | New Rate | Remarks |
|---|---|---|---|
| Winnipeg | Pricer | $225.00 | No overtime |
| | Biller | 200.00 | No overtime |
| | Despatcher | 183.75 | No overtime |
| | Receiver | 0·95 | |
| | Checker | 0·92 | |
| | Packer | 0·87 | |
| | Loader | 0·81 | |
| | Driver S.T. | 0·90 | Plus 0·05 Safe Driv. Bonus |
| | Driver B.T. | 0·85 | Plus 0·05 Safe Driv. Bonus |
| | Helper | 0·70 | Casual Labour only |
| | Mechanic | 1·25 to 1·28 | Higher rate after 1 year's service |
| | Mech. Helper | ·95 to 1·05 | |
| | Repairman | 0·95 | |
| | Bodyman | 1·25 | |
| | Washman | 0·80 | |
| | Watchman | 185.00 | No overtime |
| Kenora | Shipper | 245.00 | No overtime |
| | Driver S.T. | 0·90 | Plus 0·05 Safe Driv. Bonus |
| | Driver B.T. | 0·85 | Plus 0·05 Safe Driv. Bonus |
| | Loader | 0·81 | |
| | Helper | 0·70 | Casual Labour only |
| | Nite Loader | 180·00 | No overtime |
| Red Lake Road | Checker | 0·98 | |
| | Loader | 0·91 | |
| | Driver-Mech. | 260·00 | No overtime |
| Red Lake | Shipper | 250·00 | No overtime |
| | Driver | 1·00 | Plus 0·05 Safe Driv. Bonus |
| | Loaders | 0·95 | |
| | Clerk | 157·50 | No overtime |
| Dryden | Driver-Loader | 0·85 | Plus 0·05 Safe Driv. Bonus |
| Port Arthur | Shipper | 250·00 | No overtime |
| | Driver S.T. | 0·90 | Plus 0·05 Safe Driv. Bonus |
| | Driver B.T. | 0·85 | Plus 0·05 Safe Driv. Bonus |
| | Loader | 0·81 | |
| | Nite Loader | $175·00–$185·00 | Higher rate payable to Loader in charge, when applicable. |
| | Helper | 0·70 | Casual Labour only |
| | Clerk | 157·50 | No overtime |

*Highway Drivers*
(Tractor-Trailer)

1st 6 mos.: 3·5c plus 0·2c per mile S.D.B.
2nd 6 mos. : 3·6c plus 0·2c per mile S.D.B.
After 1 Yr. : 3·7c plus 0·2c per mile S.D.B.
90c per hour for terminal work.

All casual and spare trips, and all bobtail trips at lowest rate.

*P. A. Roadwork*
(Bobtail Van)

3·5c per mile plus 0·2c Safe Driving Bonus plus $4.50 per trip for loading and unloading.

*Winnipeg Roadwork*
(Bobtail Truck)

$225.00 per month plus $15.00 per month Safe Driving Bonus.

*Red Lake Highway Drivers*
(Trucks as shown)

Tractor: $10.25 plus 0·75 S.D.B. per trip
Tandem: 9.25 plus 0·75 S.D.B. per trip
Bobtail: 8.75 plus 0·75 S.D.B. per trip

Plus same extras as per 1952–53 Agreement.

# Collective Agreements in Non-Ferrous Metal Mining

**Three out of every four workers employed in mining gold, copper, lead, zinc, silver and cobalt are now covered by collective agreements. The Labour Department has record of 59 agreements covering 31,000 miners**

Although the first organization among non-ferrous metal miners in Canada dates from the latter part of the last century, the subsequent spread of unionization in the industry was slow and uneven. A considerable number of locals, organized before the First World War, gradually went out of existence, until by the mid-1920's workers in the industry were almost completely unorganized. Organizing was going on during the 1930's but little success was achieved until after 1940, and it is only during the past half dozen years that workers in the gold and copper mines of northern Ontario and Quebec have become organized.

At the present time, however, three out of every four workers employed by companies mining gold, copper, lead, zinc, silver and cobalt are covered by the terms of collective agreements. In total, the Economics and Research Branch has on file 59 collective bargaining agreements covering close to 31,000 non-ferrous metal mining employees.

Compared with coal mining, the other major part of the mining industry, labour organization in non-ferrous metal mining has lagged and has been subject to greater fluctuation. Among the contributing factors two, perhaps, predominate. First, a substantial proportion of the basic labour force in Canadian coal mines has derived from the coal mines of Great Britain where there is a long history of organized labour and where family mining traditions exist. The labour force of the non-ferrous metal mining industry has, on the other hand, tended to be somewhat unstable.

Second, coal mines in Canada are located in well developed areas of the country and the coal mining regions are themselves compact. Thus, organizing and the servicing of an organization have not been difficult. Metal mines are, however, located in the more isolated northern regions and in the interior of British Columbia. Furthermore, the metal mining areas are less compact. Numerous metal mining areas, for example, are found in a band stretching across the north-central part of Ontario and Quebec

A large majority of the collective agreements covering metal miners apply to mines in Ontario, Quebec and British Columbia. These are the major non-ferrous metal mining areas. Recently organization has been in progress among uranium miners in northern Saskatchewan. No agreement coverage figure is shown for this group of workers. Although certifications have been issued covering a number of mines, the Department has no record of collective agreements having been signed. The Department also has no record of collective bargaining or of organizing activity in the recently discovered base metal deposits near Bathurst, N.B.

## Bargaining Units

As a rule, each collective agreement covers production and maintenance employees at a mining property, including underground workers, surface workers, and mill workers if the company operates a mill. Supervisors, office staffs, technical personnel and company guards are normally excluded from the bargaining unit. A few of the base metal mining concerns also operate smelters. Smelter employees may be covered by the same agreement as the mine and mill employees or they may have a separate agreement. Since smelter employees are engaged in a manufacturing operation, they are not included in the coverage of this study.

The bargaining units range in size from fewer than 50 to several thousand employees. Sixty-eight per cent, however, have between 100 and 500 workers (Table 1). The largest bargaining units cover a few large base metal mining operations. Few gold mines employ more than 500 workers.

**TABLE 1—SIZE OF THE BARGAINING UNITS**

| Size of the Bargaining Units | Agreements | Workers Covered |
|---|---|---|
| 25 and under 100 employees... | 8 | 600 |
| 100 and under 300 employees... | 27 | 5,400 |
| 300 and under 500 employees... | 13 | 4,700 |
| 500 and under 1,000 employees.. | 4 | 2,900 |
| 1,000 and over..... | 7 | 17,261 |
| Total—All Bargaining Units... | 59 | 30,900 |

## Unions

The International Union of Mine, Mill and Smelter Workers (independent) and the United Steelworkers of America (CIO-CCL) are the principal unions organizing employees in the industry. The Mine-Mill Union, known until 1916 as the Western Federation of Miners, has been in existence for more than 50 years. However, during the twenties and thirties its membership in Canada was negligible. At the present time it bargains on behalf of employees of the large International Nickel Company of Canada, Limited, at Sudbury, Ont. Although it had established organizations in the gold mining areas of northern Ontario during the eadly 1940's, it now represents workers at few other mines in eastern Canada. Outside of the Sudbury membership, its main strength lies in the far West and North. This union bargains on behalf of the workers of the Consolidated Mining and Smelting Company of Canada, Limited, in the southern interior part of British Columbia, and for the employees of 24 other smaller mining concerns located mostly in western Canada, according to agreements filed in the Economics and Research Branch. Recently the Mine-Mill union has been engaged in organizing uranium miners in northern Saskatchewan.

After the expulsion of the International Mine, Mill and Smelter Workers' Union from the Canadian Congress of Labour in 1949 following allegations of communist activities on the part of its officers, the United Steelworkers' Union was given jurisdiction over non-ferrous metal mining employees. The Steelworkers set about organizing gold and copper miners in the Timmins and Noranda areas of northern Ontario and Quebec respectively. The Department of Labour now has agreements between this union and 16 mines in these areas.

## Collective Agreements

Most frequently, collective agreements covering non-ferrous metal mines and their employees have a duration of one year, although some of the contracts extend for periods up to 18 months. As a rule the contracts are renewable from year to year unless notice of a desire to negotiate new or revised provisions is given by either party within a specified time before the annual expiry date.

The items dealt with are similar to those found in labour-management agreements generally and include clauses dealing with wage rates, hours of work, statutory holidays, vacations, seniority, union security, and grievance procedures. Each of these matters is dealt with in some detail below.

## Wage Rates, Hours of Work and Other Working Conditions

***Wage Rates***—As a rule, collective bargaining agreements covering non-ferrous metal mining employees list the hourly rates to be paid for each occupational classification within the bargaining units. For many occupations in this industry, particularly underground, an incentive bonus scheme is in operation under which employees can earn amounts greater than the basic hourly pay, depending upon their production* Details of the incentive rates are, however, not part of the collective agreements. Approximately 60 per cent of the agreements do make reference to the incentive rates, either through a provision that the union is to be consulted before bonus rates are set or adjusted, or by stating that established rates must not be altered during the life of the agreement.

In about half of the 33 agreements applying to gold mines, hourly wage rates may be adjusted during the life of the agreement if there is a change in the selling price of gold. Usually the change in price must be more than a specified amount before a wage change is possible. Only one contract provides for a definite and automatic increase in wage rates related to an increase in the price of gold. The others merely permit the re-opening of bargaining over wage rates.

***Hours of Work***—A work week of 48 hours is specified in 37 of the 59 collective agreements covering non-ferrous metal mines; the 37 agreements apply to 15,000 workers. Usually the 48-hour week is spread over six days of eight hours, but in

*For example, according to the Labour Department's annual survey of wage rates, as at October 1953, the average basic rate for gold miners in Ontario was $1.18. Their average earnings per hour were $1.60.

some of the agreements only a half day is worked on Saturday and more than eight hours Monday through Friday.

The average work-week in 14 of the bargaining units is 44 hours. In only three does the 5-day, 40-hour week apply. These three do, however, cover a large proportion of the workers since they include workers at the two largest base metal mining operations.

***Overtime***—Overtime provisions are highly uniform throughout the agreements examined. The general requirement is that employees be paid at the rate of time and one-half for all work performed outside of regular hours of work. Many of the agreements specify that delays in hoisting men from the mine at the end of the shift, which are beyond the power of management to prevent, shall not be regarded as overtime. Such delays are usually restricted to 15 minutes.

***Reporting Pay and Minimum Call Pay***—Base metal miners' collective agreements usually guarantee a minimum period of work or pay in lieu of work to employees reporting for their usual shift (reporting pay) and to employees called to work outside of scheduled hours (call pay). Forty-two of the 59 contracts have a minimum reporting pay clause. Fifty-four include a minimum call pay provision. The most frequent minimum in both cases is four hours at the employee's regular rate of pay (Table 2).

**TABLE 2—REPORTING AND MINIMUM CALL PAY PROVISIONS**

| Provisions | Agreements | Workers Covered |
|---|---|---|
| *Reporting Pay* | | |
| Four-hour minimum | 33 | 21,500 |
| Two-hour minimum | 9 | 3,800 |
| No Provision | 17 | 5,600 |
| Total | 59 | 30,900 |
| *Minimum Call Pay* | | |
| Four-hour minimum | 48 | 17,500 |
| Three-hour minimum | 6 | 11,600 |
| Two-hour minimum | 1 | 800 |
| No Provision | 4 | 1,000 |
| Total | 59 | 30,900 |

***Shifts***—Although shifts are worked at practically all producing mines, provisions regarding the operation of shifts are uncommon among the agreements analysed. Furthermore, fewer than half of the contracts make provision for the payment of shift premiums to employees working on evening or night shifts. Shift premiums ranging from 2 to 10 cents an hour are specified in 26 of the agreements. All of these provide a larger premium for the third than for the second shift. Premiums of 4 cents for the afternoon shift and of 8 cents for the night shift are stipulated in 9 agreements, while in 7 agreements the shift differentials are 3 cents for the afternoon shift and 5 cents for the night shift.

***Statutory Holidays***—Fifty-three of the contracts stipulate a number of days throughout the year as paid statutory holidays. Four to six days are named in the largest number, 40, covering 15,000 workers. However, more than 13,000 employees under seven agreements are entitled to seven paid statutory holidays during the year. Employees not required to work on paid holidays are to be paid at their regular rates. An employee required to work on any of the days is to be paid at double his regular rate (*see* Table 3).

**TABLE 3—STATUTORY HOLIDAY PROVISIONS**

| Provisions | Agreements | Workers Covered |
|---|---|---|
| *Number of Paid Statutory Holidays* | | |
| 3 days | 3 | 600 |
| 4 days | 10 | 5,500 |
| 5 days | 18 | 6,600 |
| 6 days | 12 | 2,900 |
| 7 days | 7 | 13,000 |
| 8 days or more | 3 | 1,100 |
| No Provision | 6 | 1,200 |
| Total | 59 | 30,900 |
| *Rate of Pay for Work on Paid Statutory Holidays* | | |
| Time and one half | 2 | 300 |
| Double time | 47 | 27,000 |
| Double and one half time | 2 | 1,700 |
| Triple time | 2 | 700 |
| No Provision | 6 | 1,200 |
| Total | 59 | 30,900 |

In six agreements a number of days are named as holidays but it is not specifically stated that employees who do not work on these days will be paid. In five of them, it is clear that employees required to work on any of the days will be paid at the rate of time and one-half.

***Annual Vacations with Pay***—Details of annual vacation-with-pay plans are contained in all but two of the agreements examined. In all of them the length of vacation is determined by the length of the employee's service with the company.

Of the 57 agreements outlining vacation-with-pay plans, 56, covering 28,818 employees, provide a paid vacation of one week after one year of service. The other

agreement, covering 400 employees, stipulates a two-week paid vacation after the first year of service (Table 4).

All of the agreements that provide a vacation of one week after one year of service also provide for a second week of vacation. The service requirement for a second week varies, but is most commonly five years (*see* Table 4).

A third week of vacation is provided for in 13 of the agreements, covering 16,100 workers. Service requirements for the third week range from 13 to 25 years. Twenty years is most common. A third week of vacation is prevalent for workers at most of the larger mines.

Two methods of calculating the amount of vacation pay were found in almost equal numbers in the agreements. Under one method the employee receives a percentage of his earnings during the previous year. The percentage is normally two per cent for a vacation of one week, four per cent for two weeks, and six per cent for three weeks. Under the other method employees receive their regular straight-time rate of pay for the hours that the employee would normally have worked during his vacation.

**TABLE 4—VACATION WITH PAY PROVISIONS**

| Provisions | Agreements | Workers Covered |
|---|---|---|
| No Provision for Vacation with Pay | 2 | 1,700 |
| One Week After One Year Service | 56 | 28,800 |
| *Two-Week Vacation* | | |
| After 1 year service | 1 | 400 |
| After 2 years service | 18 | 5,800 |
| After 3 years service | 3 | 8,500 |
| After 4 years service | 1 | 300 |
| After 5 years service | 29 | 12,200 |
| After 6 years service | 1 | 200 |
| After 7 years service | 4 | 1,800 |
| Total—Two-week vacation | 57 | 29,200 |
| *Three-Week Vacation* | | |
| After 13 years service | 2 | 1,300 |
| After 15 years service | 1 | 500 |
| After 20 years service | 9 | 14,200 |
| After 25 years service | 1 | 100 |
| Total—Three-week vacation | 13 | 16,100 |

## Seniority

All but one of the 59 agreements have some form of seniority plan. In some agreements seniority provisions are extensive in coverage and fully detailed, while in others they are briefly outlined. Clauses usually specify the type of seniority; application in layoffs, rehirings, and promotions; the length of probationary periods for new employees; and the reasons for which seniority will be lost.

In a majority of the agreements it is specified that both company seniority and department seniority will apply. Company seniority† refers to the employee's length of service at the mining establishment and an employee's company-wide seniority refers to his length of continuous service relative to all other employees covered by the collective agreement. Department seniority refers to the employee's length of service in the particular department in which he is employed. Normally, the departments are specified in the agreement, for example, underground, surface, and mill or at a larger mine, underground, mechanical, mill, assay office, and surface. Where the combined type of seniority exists, each employee is listed on both a company-wide seniority roster and one of the department-wide seniority rosters.

Seniority has its application mainly where layoffs, recalls or promotions are concerned. In the mining agreements seniority is the governing factor where skill and ability are relatively equal. Where company and department seniority exist, layoffs, are, as a rule, to be carried out on the basis of company-wide seniority, skill and ability considered. Employees are to be re-called in the reverse order of being laid off, again taking into account skill and ability. The right to be re-hired is, however, usually limited to a stated period of time, often six months from the date of layoff. Promotions are to be carried out on a departmental basis. Skill and ability are, of course, also considered; and where relatively equal as between employees, preference is given to the employee with the greatest departmental seniority.

A substantial number of the agreements provide for company seniority only. Promotions as well as layoffs and re-hirings are to be conducted on a unit-wide basis with the usual aptitude qualification. In one agreement, only department-wide seniority is mentioned. The frequencies of the various types of seniority are shown in Table 5.

In 41 of the 59 agreements examined a probationary period of employment is necessary before seniority rights can be acquired. The length of the probationary period varies from less than three months to more than six months. But in 25 agreements covering 18,000 workers, that is in

†The expression "plant seniority" is sometimes used but since in most cases a company operates one mining establishment, "plant seniority" is the same as "company seniority."

more than half of the 41 agreements, a probationary period of three months is the rule. Most agreements state that at the completion of his probationary period an employee's seniority is dated from his first day of employment (Table 5).

**TABLE 5—SENIORITY PROVISIONS**

| Provisions | Agreements | Workers Covered |
|---|---|---|
| *Types of Seniority* | | |
| Department-wide seniority | 1 | 400 |
| Plant or Company-wide seniority | 23 | 6,200 |
| Department and Plant-wide seniority | 34 | 24,100 |
| Not mentioned | 1 | 200 |
| Total | 59 | 30,900 |
| *Probationary Period* | | |
| Less than 3 months | 2 | 500 |
| Three months | 25 | 17,900 |
| More than 3 months, less than a year | 14 | 6,800 |
| Not mentioned | 18 | 5,700 |
| Total | 59 | 30,900 |

An employee may lose his seniority rights for a number of reasons. The three most frequently mentioned are: (1) voluntary quits or discharges (29 agreements, 20,000 employees); (2) absence without leave for a stated period (15 agreements, 15,000 employees); and (3) failure, upon notification, to return to work within a given period after a lay-off (31 agreements, 20,000 employees).

***Leaves of Absence***—Nearly all of the contracts make provision for leave of absence to be granted to employees for personal reasons. When such leave is authorized, the employee's seniority rights are maintained.

Leave of absence for union business is frequently mentioned specifically. Ordinarily an employee may be granted leave for the duration of the contract in order to to take up a full-time union position. The time to be allowed employees to attend union conventions is also often specified.

## Union Security

Union security arrangements which place an obligation upon employees in the bargaining unit to join the union, such as the closed or union shop, are not included in any of the agreements. Union security in the non-ferrous metal mining agreements is related entirely to the check-off of union dues, and only half the agreements provide for a check-off.‡ More than 65 per cent of the workers are, however, in bargaining units for which a check-off is provided.

The largest proportion of the workers are covered by 10 agreements which have a Modified Rand Formula clause (*see* Table 6). This formula provides that union dues will be deducted from the pay of all employees in the bargaining unit whether or not they are members of the union. The Modified Rand Formula applies in the largest bargaining units in the industry in terms of numbers of employees covered. In 19 agreements covering fewer than 5,000 workers a voluntary check-off is in operation. Individual employees must sign an authorization form before the employer will deduct union dues from their pay.

**TABLE 6—CHECK-OFF OF UNION DUES PROVISIONS**

| Provisions | Agreements | Workers Covered |
|---|---|---|
| Check-off Provisions | 29 | 18,400 |
| Voluntary Revocable | 11 | 2,000 |
| Voluntary Irrevocable | 4 | 2,000 |
| Modified Rand Formula | 10 | 13,500 |
| Voluntary (not stated whether revocable or not) | 4 | 900 |
| No Provision | 30 | 12,500 |

## Grievance Procedure

In all of the agreements a method is provided for dealing with complaints that may arise during the life of the contract. In most, a detailed grievance procedure is set forth. It is provided in all but one of the contracts that a dispute not settled by agreement through the grievance procedure will be submitted to arbitration for a final and binding decision. Any work stoppage while the agreement is in force is prohibited in practically all of the contracts.

Complaints which constitute a grievance are in most cases limited to those concerning the interpretation and application of the clauses of the agreement. Only 16 contracts covering 8,000 employees either do not mention such limitations or expressly state that any dispute arising during the life of the agreement will be treated through the grievance procedure.

Union representation in the grievance procedure is outlined in the agreements. They usually provide for the nomination of a stated number of union stewards for a given number of employees and for the formation of a plant grievance committee

‡An analysis of union security provisions found in a sample of collective agreements representing all industries shows that more than 50 per cent have a provision concerning union membership and almost 70 per cent provide a check-off (L.G., Aug., p. 1140).

to handle the complaints of employees. The grievance procedure is to be followed in various stages from the section foreman to the principal officers of the company. Time allowances in each step vary from a minimum of 48 hours to one week or more. In some agreements, the maximum time-lapse increases in successive stages. For example, a foreman to whom a grievance has been submitted may have 48 hours in which to render a decision. If the decision is not accepted and the grievance is carried on through the other levels, the general manager may have seven days in which to review the case.

Union representatives at the later stages of the grievance procedure may include union officials outside the scope of the bargaining unit. Twenty-one agreements covering nearly 10,000 employees have such clauses. In 15 agreements, affecting about 7,000 employees, grievances may be referred to the head office of the union before going to arbitration.

Thirty agreements covering 21,000 employees contain specific clauses for the handling of grievances over alleged wrongful dismissal. The latter are generally initiated at a later stage than other grievances.

Grievances related to payment of wages also normally receive special consideration. Nearly all agreements mention a given delay after the employee received his last pay within which a grievance concerning pay must be filed. Under 28 agreements covering 20,000 employees, if the grievance is settled in favour of the employee, the terms of settlement must be made retroactive to cover all loss of pay. In the other agreements, the retroactivity of the settlement is either not mentioned or is left to the discretion of the parties who settle the complaint. Where the grievance concerns a production bonus or contract work provisions, 19 agreements affecting 9,000 employees stipulate that the grievance must first be taken to a bonus or contract committee before the regular grievance procedure can be initiated.

In about half the agreements, including those of most large establishments, general or group grievances are to be taken up without reference to the early stages of the grievance procedure.

Clauses specifically giving the company authority to initiate grievances were contained in only 16 agreements.

Employees having to take time out for grievance work are to receive their regular rate of pay when absent during working hours, according to 23 agreements covering over 18,000 employees. Some of the agreements, however, limit the amount of such time to a stated number of hours per month. Other agreements specify that the company may terminate this practice at its discretion. In 22 agreements applying to about 8,000 workers it is provided that grievance work on the part of employees shall be remunerated only if the conference is called by the company. The other agreements either have no provision covering pay for grievance work or specify that time spent on grievance work is not to be compensated.

As is usual among collective agreements throughout Canadian industry, grievance arbitrations under non-ferrous metal mining contracts are most frequently handled by a three-member board. This is the procedure set forth in 38 of the metal-mining agreements covering 24,000 workers. The union and the company each nominate a representative. These two then try to agree on a third member to act as chairman. If they cannot agree on a chairman within a specified time some impartial third person is usually designated in the agreement to appoint the chairman. The arbitration clause in seven agreements provides for the appointment of a single arbitrator rather than an arbitration board.

The terms of 12 gold-mining agreements, covering about 5,000 workers, provide for grievance arbitrations to be handled through the Canadian Division of the American Arbitration Association. The Association is a private organization which maintains lists of arbitrators and which specifies certain principles and procedures to be followed in arbitrations. It will submit lists of suggested arbitrators to the parties from which the choice of an arbitrator can be made. Once an arbitrator is selected he must follow the procedure laid down by the Association and the Association handles the details of the case for the parties. The use of the facilities of the American Arbitration Association has become widespread in the United States. The gold mining contracts here noted are among the first in Canada providing for the use of its services in labour arbitrations.

# Legislation Enacted by Parliament of Canada during 1953-54 Session

**New consolidation of Criminal Code adopted and Vocational Training Co-ordination Act amended. New Acts provide for: control of extra-provincial road transport by provincial boards, pensions for disabled**

The first session of the 22nd Parliament of Canada opened on November 12 and was prorogued on June 26.

During the session a revision of the Criminal Code was adopted after lengthy study by a Royal Commission, several committees and by Parliament itself. The revised Code, which will become law on proclamation, is the first consolidation of the criminal law of Canada in more than 60 years.

Changes were made in the Vocational Training Co-ordination Act, 1942, enabling the federal Government to provide financial assistance for the training of disabled persons and increasing the membership of the Vocational Training Advisory Council, the representative body that advises the Minister of Labour in connection with the administration of the Act.

Legislation was passed to authorize pensions for the totally and permanently disabled, the cost to be borne equally by the federal and provincial governments.

A new section was added to the Navigable Waters Protection Act authorizing the making of regulations which will continue the requirement that a seaman employed on a Canadian ship on the Great Lakes must hold a seaman's card.

Following the Privy Council decision that interprovincial and international motor vehicle undertakings are within federal jurisdiction and as a result of a conference between federal and provincial authorities, the Motor Vehicle Transport Act was enacted. It provides for the regulation of extra-provincial undertakings by a provincial transport board.

Death benefits for federal civil servants and members of the armed forces were provided for by an amendment to the Public Service Superannuation Act.

A new Veterans Benefit Act was passed, consolidating the provisions of the former Act and of the Orders in Council made under it.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

New housing legislation establishes a new system of insured mortgage loans and enables chartered banks to make loans to finance the construction of houses.

## Revised Criminal Code

A complete revision of the Criminal Code, the first since the criminal law was codified in 1892, was passed by Parliament and will come into effect on a day to be fixed by the Governor in Council.

The task of preparing a new consolidated Code was begun by a Royal Commission in 1949. A Bill containing a revision of the Code (Bill No. H-8) was first introduced in the Senate in the spring of 1952 and was studied by a subcommittee of the Senate Committee on Banking and Commerce. A revised Bill (Bill O) was passed by the Senate in December 1952, and was introduced in the House of Commons as Bill No. 93, in January 1953. After second reading, it was referred to a Special Committee of the House, which, after considering the submissions of many organizations, reported the Bill with amendments in May 1953. However, there was not sufficient time before the prorogation of Parliament to allow the Bill to be proceeded with. In the 1953-54 session the Bill as passed by the Senate with the amendments recommended by the Special Committee was introduced in the House as Bill No. 7 and was considered section by section in Committee of the Whole.

Several sections in the revised Code are of particular interest to labour. The main labour organizations appeared before the Special Committee considering the Bill in



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1953, and some amendments were made as a result of their representations to the Committee and to the Government.

The section in the Code dealing with criminal breach of contract was amended. Section 499 of the present Code makes it an offence for any person wilfully to break a contract made by him knowing or having reasonable cause to believe that the probable consequences will be to endanger human life, cause serious bodily injury, or expose valuable property to destruction or injury. It also makes guilty of an offence a person who is bound by contract to supply light, power, gas or water and who wilfully breaks the contract knowing that the probable consequences will be to deprive the inhabitants of a place of their supply of light, power, gas or water; and a person bound to carry mails, passengers or freight by railway who wilfully breaks his contract knowing that the probable consequences will be to delay or prevent the running of a train.

The corresponding provision in the revised Code, Section 365, makes guilty of an offence every person who wilfully breaks a contract knowing or having reasonable cause to believe that the probable consequences will be to endanger human life, to cause serious bodily injury, to expose valuable property to destruction or serious injury, to deprive the inhabitants of a place of their supply of light, power, gas or water, or to delay or prevent the running of a train on a railway that is a common carrier. The offence may be an indictable offence punishable by five years' imprisonment, or a summary conviction offence, for which the maximum penalty is a $500 fine or six months' imprisonment, or both. The maximum penalty that could be imposed under Section 499 was a fine, on summary conviction, of $100 or three months' imprisonment.

It was pointed out by the labour organizations, and particularly by the CCL, that Section 499 provided mainly for punishment of breaches of contract by persons in the employer class, e.g., by a company which had contracted to supply a city or other place with light, power, gas or water or by a railway company which had contracted to carry mails, passengers or freight.

The labour organizations felt that the more general wording of the revised provision made liable to prosecution employees who violated a collective agreement or broke their contract of employment by going on strike. As a result of their representations, a subsection was added to protect employees who engage in a strike that is legal under labour relations legislation. It provides that an employee does not wilfully break a contract within the meaning of the section if he stops work as a result of the failure of his employer and himself or his employer and a union to which he belongs to agree upon any matter relating to his employment, provided that before the stoppage of work occurs all steps provided by law for the settlement of industrial disputes have been taken and any provision of a collective agreement for the final settlement of differences without stoppage of work has been complied with.

Another subsection provides that no proceedings may be taken under Section 365 without the consent of the Attorney-General.

In spite of these added clauses, the CCL objected to Section 365 on the ground that breach of contract is a civil matter and should not be dealt with in the criminal law. It submitted that adequate penalties for illegal strikes are prescribed in labour relations laws and that an illegal strike should not be a criminal offence.

Another change in the Code of interest to labour is in the provisions relating to "mischief". Section 372 in the new Code is a consolidation of 15 sections in the present Code dealing with wilful destruction of property. These sections cover destruction of property during a riot, destruction by a person who is a vagrant, and destruction of specified kinds of property. For each type of offence and type of property damaged a specific penalty is set. Section 372 makes any person who wilfully destroys, damages or interferes with the use of property guilty of the indictable offence of mischief and liable to life imprisonment if the mischief causes danger to life, to 14 years' imprisonment if the mischief is committed in relation to public property, and to five years' imprisonment if the mischief is committed in relation to private property.

The labour organizations argued that this section could be used against employees who picketed an employer's property or went on strike, even where the strike is a legal one, since any strike interferes with the use of property. In view of their objections, two subsections were added which provide that a person does not commit mischief by reason only that he stops work as a result of a dispute relating to his employment between his employer and himself or his employer and a bargaining agent acting on his behalf or as a result of his taking part in a combination of employees for their own reasonable

protection, or by reason only that he "attends at or near or approaches a dwelling house or place for the purpose only of obtaining or communicating information". (This is the commonly accepted definition of legal picketing, which was first placed in the Code in 1876, later dropped and again enacted in 1934.)

Similar provisos were added to the section dealing with sabotage, as a result of the submissions of the labour organizations. Section 52 of the revised Code, which is similar to the former Section 509A, makes it an offence punishable by 10 years' imprisonment to impair the efficiency of any vessel, vehicle, aircraft, machinery or other thing or to cause property to be lost, damaged or destroyed for a purpose prejudicial to the safety, security or defence of Canada or of the armed forces of any other state lawfully present in Canada.

It was pointed out that a strike might be held to prejudice the security of Canada and for this reason a subsection was added to protect employees legally on strike.

Only small changes in wording were made in the section defining the offence of intimidation (Section 501) which has frequently been referred to in cases dealing with picketing. Section 366 of the revised Code makes guilty of an offence anyone who "wrongfully and without lawful authority, for the purpose of compelling another person to abstain from doing anything that he has a lawful right to do, or to do anything that he has a lawful right to abstain from doing ... besets or watches the dwelling house or place where that person resides, works, carries on business or happens to be ..." It also provides that a person who attends at or near or approaches a dwelling house or other place for the purpose only of obtaining or communicating information does not watch or beset within the meaning of the section. The definition of legal picketing is therefore unchanged. The CCL proposed that the provision should be amended to make it legal to picket for the purpose of "peacefully persuading any person to work or abstain from working." This is lawful under British trade union law.

Under the present Code the penalty for the offence of intimidation is a fine not exceeding $100 or three months' imprisonment. In Section 366 the offence is declared to be punishable on summary conviction and the penalty is not specified. Penalty for a summary conviction offence is a fine not exceeding $500 or six months' imprisonment or both.

Another provision substantially the same in the new Code makes it an offence for an employer or his agent to refuse to employ or to dismiss a person merely because he is a trade union member, to use penalties or threats to seek to compel employees to abstain from joining a union, or to conspire to do any of these things. The only change is in the penalty. Under Section 502A of the present Code the offence is punishable on indictment or summary conviction and an offender is liable, if an individual, to a fine not exceeding $100 or three months' imprisonment; if a corporation, to a fine not exceeding $1,000. In the new Code the offence is punishable on summary conviction only.

The provisions protecting employees and unions from prosecution for conspiracy in restraint of trade have not been changed. Section 409 of the new Code states that a conspiracy in restraint of trade is an agreement between two or more persons to do any unlawful act in restraint of trade but that the purposes of a trade union are not unlawful by reason only that they are in restraint of trade. Section 410 states that, except where otherwise expressly provided by law, no person shall be convicted of conspiracy in restraint of trade by reason only that he refuses to work with a workman or for an employer, or does any act for the purposes of a trade combination. A "trade combination" means any combination between employers or workmen or others for the purpose of regulating the relations between employers and employees or the conduct of an employer or employee in respect of his business or employment.

Another group of provisions in the Code of interest to labour are those dealing with riots. Little change was made in these provisions. An "unlawful assembly" is defined as an assembly of three or more persons who, with intent to carry out any common purpose, assemble in such a manner as to cause persons in the neighbourhood to fear on reasonable grounds that they will disturb the peace tumultuously or provoke others to do so. A riot is an unlawful assembly that has begun to disturb the peace tumultuously. A person who takes part in a riot is guilty of an indictable offence and liable to two years' imprisonment. To take part in an unlawful assembly is an offence punishable on summary conviction. Where a justice, mayor, sheriff, or the lawful deputy of a mayor or sheriff receives notice that 12 or more persons are unlawfully and riotously assembled at any place within his jurisdiction, he must go to the place and, if he

is satisfied that a riot is in progress, read a proclamation ordering the crowd to disperse. Every one is guilty of an indictable offence and liable to life imprisonment who wilfully and with force prevents a person from making such a proclamation, or who does not peaceably disperse and depart from the place within 30 minutes after the proclamation is read.

In a brief presented by the CCL to the Senate committee which studied the Bill after it had been passed by the House, it was urged that in the section dealing with riots it should be made clear that the proclamation must be read only where a real riot is in progress. The Senate amended the section by inserting the words "if he is satisfied that a riot is in progress" to make it clear that the mayor or other official has the responsibility of determining whether or not there is a riot.

A provision in the present Code (Section 415 A) which was changed makes it an indictable offence, punishable by two years' imprisonment or a $5,000 fine or both, knowingly to employ a person at a wage lower than the minimum wage fixed by any law of Canada, to falsify any employment record with intent to deceive, to punch a time clock with intent to deceive, to put the wages of more than one employee in the same envelope with intent to evade the provisions of any law of Canada, or to employ any child or minor contrary to any law of Canada. This section was enacted in 1935 as the result of a recommendation of the Royal Commission on Price Spreads.

In the revised Code all these provisions except the two dealing with falsifying an employment record and punching a time clock were omitted. The Minister of Justice stated that the other matters were dealt with in labour laws. The section in the new Code (Section 341) provides that every one who, with intent to deceive, falsifies an employment record by any means, including the punching of a time clock, is guilty of an offence punishable on summary conviction.

## Vocational Training

In introducing a Bill to amend the Vocational Training Co-ordination Act, the Minister of Labour stated that the Act, passed in 1942, had been designed for the training of veterans and the needs of the immediate post-war period, and that certain amendments were necessary to meet present-day requirements. After second reading, the Bill was referred to the Standing Committee on Industrial Relations.

The most important new provision in the Act authorizes the Minister to enter into agreements with the provinces to provide financial assistance for the training of disabled civilians for the purpose of rehabilitating them and fitting them for gainful employment. The Minister stated that training of disabled persons has been carried on during the past few years under existing schedules in the training agreements with the provinces but that this new provision would make it possible to make special arrangements with regard to the disabled. Under the new provision arrangements could be made for taking care of the financial needs of a disabled person while receiving training. (Federal aid for medical services was provided for in the estimates of the Department of National Health and Welfare.)

Another amendment gives the Minister authority to enter into agreements with the provinces for "any training project to increase the skill or efficiency of persons engaged in agriculture, forestry, mining, fishing or in any other primary industry in Canada, or in homemaking". Training of this nature has been carried on under the provision for agreements to continue projects begun under the Youth Training Act, 1939, and is provided for in Schedule O of the Act. Such training is given in short-time classes usually in the winter months; costs are shared equally with the provinces.

The Act previously authorized the federal Government to undertake training projects to fit persons for employment "for any purpose contributing to the efficient prosecution of the war" whether in industry or the armed forces. This has been changed to "for any purpose contributing to the defence of Canada". The Act now also authorizes training which may be required by other federal government departments. The new subsection authorizing such training states that the Minister may undertake projects to provide vocational training "to fit persons for employment for any purpose in the national interest that is within the legislative authority of the Parliament of Canada and is approved by the Governor in Council".

Other amendments increase the membership of the Vocational Training Advisory Council from 17 to 21 so as to provide representation from all the provinces, as well as from other groups not previously represented, and provide for the appointment of alternate members to act in the absence of regular members. The Act also provides for the payment of the per diem allowance of members of the Council in an amount to be fixed by the Governor in

Council (in place of the former $10 a day laid down in the Act) and for an extension in the time allowed after the termination of the fiscal year for the submission of the Minister's annual report to Parliament on the administration of the Act.

## Great Lakes Seamen

A new Part IV was added to the Navigable Waters Protection Act giving the Governor in Council authority to issue regulations in the interests of the safety and security of Canada respecting the employment of seamen on Canadian ships in the Great Lakes. The purpose was to give statutory authority for the reenactment of the Great Lakes Seamen's Security Regulations. These regulations were made under the Emergency Powers Act, which expired on May 31, 1954. Part IV is to remain in force for three years only.

The regulations, first made in 1951, require a seaman seeking employment on a Canadian ship in the Great Lakes to obtain a seaman's card from the Department of Labour. The Minister of Labour may refuse to grant a seaman's card if the presence of the applicant on a ship in the Great Lakes might prejudice the security of Canada. A seaman who has been refused a card may appeal to an advisory committee of at least three members appointed by the Minister.

## Pensions for the Disabled

The Speech from the Throne announced the Government's intention to introduce a measure to provide for a program of financial assistance to totally disabled persons, the costs of which would be shared equally by the federal and provincial Governments. The main features of the legislation, which are similar to those of the Old Age Assistance Act passed in 1951, were agreed on at a federal-provincial conference held in January. The Disabled Persons Act was introduced in May by the Minister of National Health and Welfare and received Royal Assent on June 26. It will come into force on proclamation. The Act authorizes the federal Government to pay half of a pension of up to $40 a month to a needy person between 18 and 65 years of age who is totally and permanently disabled.

The definition of "totally and permanently disabled" is to be made by regulation. The Minister stated that the definition was to be made in regulations rather than in the Act because it would be subject to change in the light of the experience gained in the administration of the legislation.

To be eligible for a pension a disabled person must have resided in Canada for the 10 years immediately preceding the date the payments are to begin and must qualify under the prescribed means test. The amount of income allowed, including the pension, is $720 a year in the case of a single person, $1,200 a year in the case of a married person living with his spouse, and $1,320 a year in the case of a married person living with a blind spouse. These income limits are the same as those under the Old Age Assistance Act.

A disabled person is not eligible for a pension if he is already receiving an allowance under the Blind Persons Act, the Old Age Assistance Act, the Old Age Security Act or the War Veterans Allowance Act, or a mother's allowance. A pension will not be granted to a patient in a tuberculosis sanatorium, mental institution, home for the aged, institution for incurables, or, except as prescribed by the regulations, to a patient in a hospital, nursing home or private charitable or public institution. The Minister explained that the intention was that a person whose care was being paid for by his family would be covered but a person who was already being cared for by the state would not be covered.

Provision for payment of the pensions in any province will be made by an agreement between the provincial and the federal Government. A province may specify the maximum allowance to be paid, the minimum age of a recipient (which may be higher than the 18-year age set by the federal Act) and any other conditions of eligibility set forth in the provincial law; but the scheme proposed by the province must be approved by the Governor in Council before an agreement may come into operation. In accordance with the terms of the Act, the agreement must set out the responsibilities of the province for the administration of the pensions plan. One of the conditions laid down by the federal legislation is that the agreement must provide for suspension of payments to any disabled person who, in the opinion of the provincial authority, unreasonably neglects to take advantage of treatment or rehabilitation facilities available in the province.

All provinces except Prince Edward Island and Quebec have legislation enabling them to make agreements with the federal Government for the payment of the pensions, and Prince Edward Island has indicated that it also intends to take advantage of the scheme. It is estimated that from 25,000 to 35,000 disabled persons will be covered. Previous to the introduction of

the scheme for a nation-wide system of disability allowances, three provinces had legislation providing for assistance to disabled persons. Such legislation was passed in Newfoundland in 1948, in Ontario in 1952 and in Alberta in 1953.

## Extra-Provincial Highway Transport

Soon after the announcement of the Privy Council's decision in the *Winner* case that interprovincial and international motor vehicle undertakings are within federal jurisdiction (L.G., April, p. 559), the Minister of Transport stated in the House of Commons that it would not, in his view, be in the public interest to have a divided jurisdiction in the regulation of highway transport and that he proposed to call a conference of provincial highway authorities to discuss the problem. As a result of the conference and with the approval of eight of the nine provinces represented, a Bill was introduced which entitles a provincial transport board to control extra-provincial motor vehicle undertakings operating in and through the province.

The Act, which passed both Houses of Parliament without amendments, provides that, if provincial law requires local carriers to be licensed, no extra-provincial carrier may operate in the province without obtaining a licence. The provincial transport board is given authority to issue licences to extra-provincial carriers on the same terms as to local carriers and to determine tolls and tariffs for extra-provincial undertakings in the same manner as for local transport. A fine of $1,000 may be imposed for violation of the Act or failure to comply with any order of a provincial transport board made under the authority of the Act.

The Governor in Council may exempt any extra-provincial undertaking from the Act. The Act will come into force in any province only on proclamation. It was proclaimed in force from August 1, 1954, in Nova Scotia, Manitoba, British Columbia, Prince Edward Island, Saskatchewan and Alberta and from September 15, 1954, in Ontario.

## Extra-Provincial Pipe Lines

In 1949 Parliament asserted its jurisdiction over interprovincial and international oil and gas pipe lines by enacting the Pipe Lines Act as a general statute applicable to companies which had obtained authority under a special Act of Parliament to construct or operate a pipe line. The Act gave the Board of Transport Commissioners authority to control the location, construction and operation of these pipe lines.

The Act has now been amended to make it clear that the Board has jurisdiction over all pipe lines connecting two or more provinces or extending beyond the limits of a province, and to require specifically that a company wishing to construct or operate an extra-provincial pipe line must obtain authorization to do so by a special Act of Parliament. It is stipulated that this does not prevent any person from operating or improving an extra-provincial pipe line constructed before October 1, 1953.

## Life Insurance for Federal Public Servants

An amendment to the Public Service Superannuation Act was introduced in the House of Commons in May to provide for contributory life insurance for federal civil servants and members of the regular forces. Under this legislation, death benefits are payable to the spouse or estate of a contributor equal to the amount of his salary, subject to a maximum of $5,000.

The rate of contribution to the scheme by an employee is 40 cents a month for every $1,000 of insurance, or a maximum of $24 a year. The contribution to be made by the Government is approximately one-sixth of the total benefit, and will take the place of the gratuity of two months' salary now given if a civil servant with more than two years' service dies while in the service.

After a contributor reaches the age of 60, the benefits available to his spouse or estate in the case of his death decrease by one-tenth each year, so that there is no benefit for death after the age of 70.

A contributor who leaves the public service or regular forces after having served for five years or more may within 30 days elect to continue to participate in the scheme.

As originally passed by the House of Commons, the Bill made participation in the insurance plan compulsory. An amendment made by the Senate permits persons who were members of the Civil Service or the regular forces on July 1, 1954, to elect before November 1, 1954, not to participate in the scheme. Such an election is irrevocable. The Government has indicated that, if as many as 25 per cent of federal civil servants elect not to participate, the plan will be dropped. The amendment will come into force on proclamation.

## Superannuation of Government Employees Transferred to Crown Corporations

Several statutes relating to Crown Corporations were amended to prescribe pension provisions for persons who transfer

their employment from the public service to a Crown Corporation. The amendments (except those made to the St. Lawrence Seaway Authority Act) were made retroactive to January 1, 1954, the date the new Public Service Superannuation Act went into force.

Previously, a civil servant who had been making contributions under the Civil Service Superannuation Act could continue to enjoy the benefits of this Act if he transferred to a Crown Corporation. This policy was introduced to encourage the transfer of civil servants to Crown Corporations at the time when they were first established and had no pension plans of their own. A contributor under the Civil Service Superannuation Act had to be a permanent civil servant, and was likely to have had several years of service to his credit.

Amendments to change this provision were made to the Canadian Broadcasting Corporation Act, the Canadian Overseas Telecommunication Corporation Act and the Government Companies Operation Act. A person who, after January 1, 1954, leaves the public service to take an appointment with a Crown Corporation covered by one of these Acts will cease to be a contributor under the Public Service Superannuation Act. The Parliamentary Assistant to the Minister of Finance pointed out that, if this change were not made, a person with just over a year's employment in the Civil Service could transfer to a Crown Corporation and carry with him full rights under the Public Service Superannuation Act, which provides generally greater benefits than the Crown Corporation pension plans. He stated that while there is some variation in the pension plans, the main features, including rates of contribution and benefits, are fairly similar.

The Public Service Superannuation Act itself provides for reciprocal transfer agreements between the Government and any of these Crown Corporations. Under such an agreement, if the employee agrees, both employer and employee contributions with interest will be transferred from one pension fund to the other. Some discussion has taken place between the Government and certain of the Crown Corporations concerning these agreements.

A civil servant under the age of 60 who transfers to a Crown Corporation will now have a choice of a return of his contributions to the superannuation fund or a deferred annuity related to his service up to that time beginning at the age of 60. If there is a reciprocal transfer agreement with that corporation, he will have the third choice of having his pensionable service transferred to his credit under the pension plan of his new employer.

The same Act which made these amendments includes a pension provision to cover civil servants who become employees of the St. Lawrence Seaway Authority. It provides that Seaway employees who were contributors under the Public Service Superannuation Act will continue to contribute under that Act, at least until a pension fund for Seaway employees is established.

## Veterans' Benefits

A new Veterans Benefit Act repeals and replaces the Act of 1951, which was extended in 1952 and 1953. It re-enacts in statutory form the provisions of the former Act and of the Orders in Council made under its authority.

The Act makes the benefits of certain veterans legislation available to members of the Canadian Forces who have been on service in a theatre of operations. "Service in a theatre of operations" is defined to mean the service of a member of the Forces from the time of departure, at any time before July 27, 1953, from Canada or the United States to participate in military operations undertaken by the United Nations to restore peace in Korea until, having ceased to participate in such operations, he is assigned to duty elsewhere, or until he returns to Canada or the United States, or until October 31, 1953, whichever is the earliest. Any service after October 31, 1953, therefore, does not give entitlement to benefits.

The Acts made applicable to Korean veterans, and in certain cases to persons enrolled in the special force whether or not they served in Korea, are the War Service Grants Act, Veterans Rehabilitation Act, Pension Act, Veterans' Land Act, Veterans Insurance Act, Veterans' Business and Professional Loans Act, certain sections of the Civil Service Act, the Public Service Superannuation Act, the Reinstatement in Civil Employment Act and Part V of the Unemployment Insurance Act.

Benefits provided by the Reinstatement in Civil Employment Act and Part V of the Unemployment Insurance Act are also made applicable to persons who after July 5, 1950, were engaged with the regular forces for a period not exceeding three years.

The Reinstatement in Civil Employment Act requires a veteran's former employer to reinstate him in employment upon dis-

charge under conditions not less favourable than those that would have applied to him if he had remained in his former job.

Upon the discharge of a veteran covered by Part V of the Unemployment Insurance Act, the Government pays into the Unemployment Insurance Fund on his behalf the contributions of an employer and employee under the Act, at a combined rate of 96 cents a week. The contributions are paid for the veteran's period of service, subject to a maximum of five years in certain cases and of three years in other cases.

## Education Assistance to Children of War Dead

The Act passed last year to provide financial assistance for the higher education of the children of veterans who died as a result of military service during the First or Second World War or in Korea was amended to make the assistance available to certain groups not previously eligible.

The purpose of the Act, the Children of War Dead (Education Assistance) Act, is to assist veterans' children to attend educational institutions for which high school graduation is a prerequisite, e.g., universities, normal schools and nursing schools. The whole or part of education costs may be paid and, in addition, a monthly allowance of $25 during a period of full-time study not to exceed four academic years or 36 months, whichever is the lesser. No assistance is given to a student who has reached the age of 25 years except to enable him to complete the academic year in which he reaches that age.

Under the Act as passed, veterans' children over the age of 21 years were not eligible for the assistance unless they had been receiving a pension under the Pension Act or certain other enactments until they reached the age of 21 years. The amendment was made to include children otherwise qualified who for some reason were not receiving a pension on their twenty-first birthday. It is estimated that not more than 25 children will receive benefits as a result of this amendment. Another amendment extended the benefits of the Act to children of air raid precaution workers and of members of voluntary aid detachments who died as the result of war service.

In the debate on the amendments it was stated that as of October 21, 1953, 225 applications for assistance had been approved under the Act.

## Housing

A new National Housing Act, which received Royal Assent on March 18 and was proclaimed in effect on March 22, establishes a new system of insured mortgage loans to finance the construction of houses. The former Act authorized joint loans by an approved lending institution and Central Mortgage and Housing Corporation. Under the new Act, the Corporation will insure loans made to assist in the financing of new residential construction. An important feature of the new legislation is that chartered banks and Quebec savings banks are now included in the group of lending institutions authorized to make loans under the Act.

Insured mortgage loans may be made to assist in the construction of houses for home ownership or for rental housing and to finance the conversion of existing houses into multiple housing units. Under the former Act, the amount of a loan was limited to 80 per cent of the total value. This limit is still in effect for loans to finance rental housing, but loans to finance the building of houses for home ownership may be 90 per cent of the first $8,000 and 70 per cent of the additional value. This means that for houses costing up to $16,000 the ratio of loan to total cost is greater than before, with a corresponding lower down payment required. The amount of a loan is subject also to a dollar maximum.

The new Act also provides for longer-term loans to prospective home owners. For home ownership loans, including loans to co-operative housing associations, the period of amortization will be at least 25 years and not more than 30 years. However, a borrower may arrange for a shorter term if he so indicates in writing. Under the former Act, a 20-year amortization period was the general rule. In the rental housing field, loans may be made for 25 years or for such lesser period as may be agreed upon by the lender and the borrower. In the case of loans to assist in the conversion of existing property into multiple housing units, the amortization period will be 15 years.

The Act provided that the maximum rate of interest to be paid on loans was to be prescribed by the Governor in Council. Regulations gazetted April 14 fixed the interest rate at five and one-half per cent.

## Employment of Non-Canadians as Radio Operators

Amendments to the Radio Act permit certain persons to be employed as radio operators in Canada who would otherwise be excluded from such employment. The Act provides that no person may be employed as a radio operator on any coast, land or mobile radio station unless he is a British subject, but that the Governor in Council may exempt certain persons

from this requirement by regulations. The Minister of Transport stated that the purpose of the changes made this year was to authorize the exemption of Americans employed in Canada on defence and radar stations because of a joint defence arrangement between Canada and the United States, of certain aircraft pilots authorized to operate in Canada by virtue of agreements under the International Civil Aviation Organization, and of landed immigrants who are not yet Canadian citizens.

Employment of United States personnel as radio operators on United States Government radio stations was formerly permitted by an Order in Council made under the Emergency Powers Act, which has now expired.

### Bills not Passed

A Progressive-Conservative private member introduced for the second time a Bill to prohibit discrimination between men and women in rates of pay for work of comparable character, similar to the equal pay laws in effect in Ontario, Saskatchewan and British Columbia. The proposed legislation would have applied to works and undertakings under federal jurisdiction, including Crown Corporations and the federal Civil Service. The motion for second reading of the Bill was debated at length and received considerable support. The Minister of Labour stated that he was not yet convinced that a specific problem existed in the industries under federal jurisdiction serious enough to warrant intervention in the form of legislation requiring equal pay. The Bill was defeated by a vote of 109 to 78.

A CCF private member's Bill to amend the Industrial Relations and Disputes Investigation Act to provide for the voluntary revocable check-off of union dues was again introduced. It was defeated by a vote of 107 to 51.

Another proposed amendment to the Industrial Relations and Disputes Investigation Act introduced by the same member was designed to make it clear that a trade union, an employer, an employers' organization or an individual claiming to be aggrieved by a violation of the Act has the right to lay a complaint. The Act states clearly that a prosecution for an offence may be brought *against* a union or an employers' organization but in a recent judgment of the Manitoba Court of Queen's Bench it was held that the Act did not authorize a union to lay a complaint against an employer (L.G., July, p. 1020).

In the debate on the Bill, the Acting Minister of Labour stated that he was informed that the union intended to launch an appeal from that judgment. Following the appeal, careful consideration would be given as to whether such an amendment to the Act should be made. He moved adjournment of the debate.

# Legal Decisions Affecting Labour

**Ontario appeal court reverses decision awarding damages to employee injured by negligence of third party. B.C. court holds exchange of letters between union and employers did not constitute a collective agreement. Quebec court finds council of arbitration had no jurisdiction in dispute involving automatic renewal clause in agreement**

In Ontario, the appeal court held that an employee injured in an accident caused by the negligence of a person other than her employer had no right to sue the third party for damages because, under the terms of the Workmen's Compensation Act, an action may not be brought against an employer covered by Schedule 1 of the regulations under the Act.

The British Columbia Supreme Court dismissed the application of two construction firms for a declaration that an exchange of letters between themselves and the bargaining agent for their employees constituted a contract to enter into a collective agreement.

In Quebec, a clause in a collective agreement specifying a period for the giving of notice to negotiate for the amendment of the agreement which is different from the period of notice specified in the Labour Relations Act was held to be valid.

### Ontario Court of Appeal . . .

**. . . holds injured worker may not sue third party who is employer under Workmen's Compensation Act**

On November 17, 1953, the Ontario Court of Appeal reversed a judgment that had awarded $200 in damages to an employee as the result of an accident caused by a person other than her employer.

The Court of Appeal held that under the Ontario Workmen's Compensation Act the employee had no right of action against the third party because he was an employer in Schedule 1 of the regulations under the Act.

Mr. Justice Gibson, who delivered the judgment of the Court, gave the facts of the case. The plaintiff, an employee in a tea room in Toronto, was injured in the ladies' washroom on her employer's premises when the employee of a contractor working on the roof accidentally broke a glass skylight in the ceiling of the washroom. The plaintiff received a cut from falling glass on her back or right arm which required eight stitches. She was off work for a period of 13 days and was paid $20 by the Workmen's Compensation Board. Her average earnings, including tips, she stated to be about $30 or $35 a week.

His Lordship stated that there was no doubt that the plaintiff's accident arose out of and in the course of her employment and that she received compensation under the Ontario Workmen's Compensation Act. Section 9 of the Act provides that, where a work accident entitles an employee or his dependants to an action against a person other than his employer, the employee may claim compensation or may bring an action against the third party. If the employee claims compensation, the Board, or the employer, if individually liable, is subrogated to the rights of the employee and may bring an action against the third party in its own name or in the name of the employee or his dependants. Any sum recovered by the Board forms part of the accident fund.

However, subsection (5) of Section 9 states that no employer in Schedule 1 and no workman of an employer in Schedule 1 or dependant of such workman has a right of action against any employer in Schedule 1 or any of his workmen. If the Board is satisfied that the workman of an employer in Schedule 1 was killed or injured as a result of the negligence of an employer or the workman of an employer in another class or group in Schedule 1, the compensation awarded may be charged against that class.

No direct evidence was given to prove that either the plaintiff's employer or the contractor came within Schedule 1 of the regulations. Schedule 1, Class 25, includes "operation of a restaurant business, where not operated in or for another industry under Part I of the Act". Mr. Justice Gibson considered the fact that the plaintiff had claimed and received compensation under the Act sufficient evidence that her employer came within Schedule 1 of the regulations. Only the industries listed in Schedules 1 and 2 come within the provisions of the Act, and Schedule 2 could not apply in this case since it refers only to municipal and provincial bodies and transportation and communication companies.

Mr. Justice Gibson cited a judgment in which it was stated that an employee's election to claim compensation did not affect the liability of a third party for the accident and could not be relied upon by him as a defence.

His Lordship then stated that he had given the parties leave to present further evidence as to whether the action was brought on behalf of the Workmen's Compensation Board and as to whether the contractor came within Schedule 1 of the regulations. Counsel for the plaintiff informed the Court that the plaintiff had brought the action on her own behalf. He referred to the decision in *Hutton* v. *Toronto R. Co.* [1919] in which it was stated that under Section 9 of the Act both compensation and a court action are considered to be within an employee's rights. The election of compensation does not release the wrongdoer from liability but enables the Board to maintain an action against him for the benefit of the accident fund. Subrogation is not an assignment of the workman's right of action but the Board is entitled to any amount recovered by an action.

Mr. Justice Gibson stated that the further evidence presented established that both the plaintiff's employer and the contractor were included in Schedule 1. Accordingly, under Section 9 (5) of the Act, the plaintiff was debarred from bringing action against the contractor. For this reason the contractor's appeal was allowed. *Newton* v. *Czolowski* [1954] 2 DLR 518.

## British Columbia Supreme Court . . .

**. . . holds that letters exchanged between union and employers did not constitute collective agreement**

The British Columbia Supreme Court on May 28 dismissed an action brought by two companies for a declaration that the terms of a collective agreement between the companies and a union had been settled by two letters exchanged between them, and for an order requiring the union to sign and execute the agreement. The Court held that the two letters did not

constitute an agreement between the parties, because each party had made an offer which was not accepted by the other.

In delivering the judgment of the Court, Mr. Justice Wilson outlined the events leading up to the action. The defendant union, Local 213 of the International Brotherhood of Electrical Workers, was the certified bargaining agent for certain employees of the plaintiff construction companies. Before 1950 there was no written contract but the union had agreed to accept as binding on those of its members working for the plaintiffs the terms of the agreements made from time to time between the union and the B.C. Electric Railway Co. Ltd., in so far as they were applicable to the plaintiff's operations. In the years 1951 and 1952 the contractors agreed to accept the wage settlements made between the union and the B.C. Electric as the basis of their agreement with the union, and collective agreements were concluded without difficulty.

On August 11, 1953, when the current collective agreement was about to expire, the union wrote a letter to each plaintiff stating that the changes it desired in the agreement had already been presented to the B.C. Electric and were to go before a conciliation board. It asked the contractors to give a letter to the union stating that they would agree on the settlement finally agreed on between the B.C. Electric and the union "wherever it affects the contractors". Each of the companies replied in a letter that it was prepared to accept the final settlement reached at the conclusion of negotiations between the B.C. Electric and the union "as the basis of" its agreement with the union.

Following long negotiations and conciliation procedure, a collective agreement was concluded between the B.C. Electric and the union on January 26, 1954. The union then called on the plaintiffs to bargain with it for the completion of a collective agreement. The plaintiffs refused to do so, arguing that the letters created a contract which required the union to accept for the next two years (the term of the B.C. Electric agreement) the terms of the 1952 agreement with the changes in wages and working conditions agreed to by the union and the B.C. Electric wherever such changes affected the contractors.

The two companies brought an action for a declaration that the two letters constituted a binding agreement to enter into a collective agreement, for a declaration as to the terms of the agreement and for an order that the union sign and execute the said agreement.

The union conceded that the judgment of the Court of Appeal in *Vancouver Machinery Depot Ltd.* v. *United Steelworkers of America* [1948] 2 WWR 325 established that unions may be sued as judicial entities in an action of this kind. It maintained, however, that a collective agreement was not a contract enforceable at law and that a declaratory judgment could not be obtained as to the existence of a contract unless it was one enforceable at law. To support the proposition that a collective agreement is not an enforceable contract, counsel for the union cited *Young* v. *C.N.R.* [1931] 1 WWR 49, a case in which an employee brought action for wrongful dismissal on the ground that it was contrary to the terms of a collective agreement. The Privy Council held that the agreement conferred on the plaintiff no enforceable rights.

Mr. Justice Wilson considered that that case could not be applied generally to all collective agreements between employers and unions. He quoted Sections 44 and 45 of the Industrial Conciliation and Arbitration Act, which provided that a collective agreement was binding upon the bargaining agent, every employee in the bargaining unit and the employer, and that failure to observe an agreement was an offence against the Act. His Lordship stated that, if when *Young* v. *C.N.R.* was decided the Judges of the Privy Council had had before them a similar provision, he very much doubted that they would have reached the conclusion they did.

His Lordship then proceeded to consider the question of when declaratory actions may be brought. Court Order XXV, Rule 5, provides that "no action or proceeding shall be open to objection, on the ground that a merely declaratory judgment or order is sought thereby, and the Court may make binding declarations of right, whether any consequential relief is or could be claimed or not." After citing many cases and legal authorities on the point, he concluded that the rule was to be interpreted liberally.

Mr. Justice Wilson considered that, even under a narrow interpretation of the rule, the case at bar was one in which a declaratory judgment might be given because important rights were involved. After examining the 1952 agreement between the companies and the union, he found that it provided for the arbitration of disputes arising under the agreement. This was an important right of both parties and one enforceable in the courts, where it would be an answer to an action brought by the union or an employee in respect of a dispute arising under the agreement. The

existence of a collective agreement conferred on both parties other valuable rights, His Lordship stated. It assured employers, such as the plaintiffs, industrial peace for the term of the agreement.

Furthermore, the Act required employers to bargain collectively and they could be punished for failing to do so. The plaintiffs claimed that by the exchange of letters the parties had bargained collectively and reached a collective agreement. To establish that they had not broken the law was highly important to the plaintiffs. His Lordship concluded that the important rights involved in the action could properly be the subject of a declaratory judgment.

It remained to be seen whether the two letters did constitute compliance with the requirement to bargain collectively contained in the Act. Mr. Justice Wilson was of the opinion that the union's letter was an offer, and that if the companies had replied in simple terms, "We agree to the proposal made in your letter", there would have been a contract. It was clear that the union, having rejected the idea that there was a concluded agreement, was trying to obtain from the employers conditions which were not included in the old agreement or in the changes in the agreement with the B.C. Electric. The union claimed that the whole agreement was open and that it could raise any point it saw fit to raise. This assertion was not consistent with the offer in the union's letter, His Lordship stated.

Did the letter sent by the two companies constitute an acceptance of the union's original offer? Mr. Justice Wilson considered that it did not, because of the words "as the basis of our agreement". In his view, this meant that the companies offered to accept the old agreement plus the changes negotiated in the B.C. Electric's agreement only as the basis on which a new agreement would be built. This offer was never accepted by the union.

He concluded, therefore, that the two letters did not constitute an agreement, since each party made an offer which was not accepted by the other. Even if the union had accepted the companies' offer, there would still be no enforceable contract, because negotiation would still be necessary before an agreement could be made on the basis of the B.C. Electric agreement.

For these reasons the Court dismissed with costs the action brought by the two corporations. *Hume & Rumble Limited and Peterson Electrical Construction Company Limited* v. *Local 213 of International Brotherhood of Electrical Workers (A.F. of L.) et al* [1954] 12 WWR(NS) 321.

## Quebec Superior Court . . .

### . . . holds arbitration council without jurisdiction as union didn't give notice within required time

In a judgment given at Quebec on April 17, the Quebec Superior Court held that a council of arbitration appointed to study a union's proposed amendments to a collective agreement was without jurisdiction, because, since the union had not given notice within the period specified in the agreement of its desire to amend the agreement, the agreement had been automatically renewed.

Mr. Justice Dion gave the facts of the case. About March 17, 1952, a collective agreement was concluded between the plaintiff company, *La Brique Citadelle Limitée,* and the *Union Fédérale des Ouvriers de Briqueterie de Québec.* A clause in the agreement provided for its automatic renewal at the end of one year, unless at least 60 days before the expiry date either party notified the other of its desire to amend or terminate the agreement.

The union notified the company on January 31, 1953, that it desired to amend the agreement. At a meeting of the parties in February the company refused to negotiate on the ground that the agreement was automatically renewed because the union had sent its notice less than 60 days before the automatic renewal date. The union referred the dispute to the provincial Minister of Labour for conciliation and about May 15 the Minister appointed a council of arbitration (conciliation board).

At the first meeting of the council of arbitration on June 23, counsel for the company maintained that the council had no jurisdiction because the agreement had been automatically renewed. Two out of the three members of the council declared that the council did not have power to determine its own jurisdiction and that the question concerned a statutory provision of public order which was within the authority of the courts. At the same time the council fixed September 22 and 23 as the dates for continuing its hearing of the dispute.

The company then applied for a writ of prohibition to prevent the council of arbitration from functioning and for a declaration that the collective agreement had been automatically renewed on March 17, 1953, for a term of one year. Counsel for the defendants, the members of the council of arbitration, argued first that, by virtue of Section 34 of the Quebec Labour Relations Act, a writ of prohibition could not be issued against a council of arbitration. His second argument was that, even if a writ

of prohibition could be issued against a council of arbitration, there were no grounds for issuing one in this case because the council was legally constituted and had not exceeded its jurisdiction. This argument was based on the contention that the collective agreement had not been automatically renewed because the union had given the company notice within the period prescribed by Section 15 of the Labour Relations Act.

Mr. Justice Dion first quoted Section 34 of the Act, which provides that the decisions of a council of arbitration are final and cannot be revised by the courts, that a prerogative writ may not be issued against a council or against any of its members in their official capacity and that Article 50 of the Code of Civil Procedure (which provides for supervision of inferior tribunals by the Superior Court) is not applicable to councils of arbitration. His Lordship was of the opinion that councils of arbitration are bodies exercising administrative and quasi-judicial functions, and that a writ of prohibition may be issued against a council of arbitration that exceeds its jurisdiction. On this point he cited the decision of Chief Justice Rinfret in *L'Alliance des professeurs catholiques de Montréal* v. *La Commission des relations ouvrières* (L.G., Aug. 1953, p. 1177).

Mr. Justice Dion then quoted Section 15 of the Act. This provides that when a collective agreement is concluded for one year with an automatic renewal clause it is automatically renewed for another one-year term unless either party notifies the other, between the 60th and the 30th day before the renewal date, that it desires to terminate or amend the agreement or negotiate a new agreement.

The defendants claimed that the Labour Relations Act was a law of public order which the parties must observe in every respect. Agreements which were contrary to the provisions of Section 15 were null and void because no one can evade a law of public order through a private agreement. The plaintiff replied that, even if the Act were a law of public order, the provisions of Section 15 were not necessarily of that character.

Mr. Justice Dion considered that in its general purpose the Act was a law of public order but that not all its provisions related to public order. A law should be interpreted as being of public order if an offence against it would endanger the essential interests of the state, the whole community or of a class of society, or would menace the foundations of the economic and social order.

In His Lordship's opinion, Section 15 was not a provision of public order. Its terms were not imperative but merely directory. The Act did not stipulate that a provision in an agreement specifying a period of notice different from that mentioned in Section 15 would be null and void. Any agreements are permitted between citizens, His Lordship stated, provided that they are not prohibited by law or contrary to public order or morality. An agreement specifying a different period of notice was not prejudicial to either party to the agreement or to any third party. The provision did not endanger the interests of society or of the working class or the foundations of the economic and social order.

For these reasons Mr. Justice Dion concluded that the company and the union were entitled to agree to a different period of notice to negotiate from that mentioned in the Act. Since notice to amend the agreement had not been given in the prescribed period, the agreement had been automatically renewed on March 17, 1953.

The company had, therefore, no obligation to negotiate and the Minister of Labour had no power to establish a council of arbitration to make recommendations on the amendments proposed by the union.

The Court held that the council of arbitration was without jurisdiction and that a writ of prohibition could be issued against it. *La Brique Citadelle Limitée* v. *Gagné et Autres et l'Union Fédérale des Ouvriers de Briqueterie de Québec* [1954] CS Montréal 262.

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## CORRECTION

The review of the regulations issued under the Ontario Elevators and Lifts Act (L.G., Aug., p. 1158) stated that passenger elevators in cities are excluded from the new regulations. This is incorrect. Passenger elevators in the City of Toronto are excluded; passenger elevators in other cities in the province are subject to the Act and regulations.

# Recent Regulations, Federal and Provincial

**Ships' crews and ships' officers regulations issued for government vessels. Alberta shortens apprenticeship period in beauty culture**

New regulations governing working conditions of ships' crews and ships' officers employed in the Public Service of Canada were recently approved by the Treasury Board. Working conditions covered include salaries, payment of overtime, holidays with pay, vacation leave, sick leave and special leave.

One year's practical experience must now be completed by applicants for certificates of proficiency in the beauty culture trade in Alberta. Two years' experience was previously required.

Provision was made in Ontario for the granting of disability allowances to certain persons in receipt of workmen's compensation or war service pensions.

## FEDERAL

### Financial Administration Act

Regulations governing working conditions of ships' crews and officers were issued by the Treasury Board on June 30 under the authority of Section 7 of the Financial Administration Act. This section permits the Treasury Board to make regulations, subject to any other Act, prescribing rates of compensation, hours of work and other conditions of employment of persons in the Public Service.

*Ships' Crews*

The Ships' Crews Regulations established by Treasury Board Minute T.B.469600 were gazetted July 28 and became effective on August 1. They apply to all unlicensed crew members employed in the Public Service for duty in or on government ships such as supply ships, hydrographic vessels, icebreakers, fisheries patrol boats and quarantine vessels. The regulations do not apply to members of the regular forces or of the Royal Canadian Mounted Police operating patrol boats.

Employees governed by the Ships' Crews Regulations, numbering about 3,000, were formerly covered by the Prevailing Rate Employees General Regulations (L.G., March, p. 417; June, p. 859; Aug., p. 1157). The regulations are similar in most respects but the Ships' Crews Regulations provide only for a system of compensatory leave for work on statutory holidays, and establish a different system of payment for overtime work.

Salaries for ships' crews are to be fixed in terms of a monthly rate by the Treasury Board after consultation with the Department of Labour.

Rations and living quarters aboard ship may be provided in addition to any other remuneration or benefits. If it is customary to supply rations and quarters on a ship and they are not supplied, the Treasury Board may fix an allowance to be paid in lieu of them.

Hours worked in excess of 40 in a week are to be considered overtime and paid for at an hourly rate (one one-hundred and seventy-sixth of the monthly rate) or, at the discretion of the deputy head, instead of this payment, compensatory leave may be granted to the employee for a period equal to the amount of overtime worked beyond 40 hours. The system of compensation for overtime work differs from that of prevailing rate employees, who receive time and one-half for work in excess of 44 hours or the standard work-week, if longer, and who are not granted compensatory leave for overtime work.

The number of statutory holidays granted with pay is the same as for prevailing rate employees. Statutory holidays are New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day and one other holiday to be selected by the deputy head of the department concerned from the remaining holidays observed in the area of employment. The Minister of the department may grant two more holidays according to prevailing custom in the area.

Leave credits are granted for work done on a statutory holiday. Leave credits are half a day for each work period of four hours or less and one day for each period of more than four hours. For prevailing rate employees the usual method of compensation for work done on a statutory holiday is payment of double time, although, at the discretion of the deputy head, leave credits may be granted in addition to regular pay.

While a member of a ship's crew is on vacation leave, sick leave or special leave with pay, he is deemed to be engaged on the basis of a five-day, 40-hour week.

As for prevailing rate employees, vacation leave is one week in the first year, one and one-half in the second, two weeks

annually from the third to twenty-fifth year and three weeks annually after 25 years' service.

Ships' Crews are entitled to the same amount of sick leave as prevailing rate employees, one and one-half weeks a year. Special leave is the same for ships' crews as for prevailing rate employees, i.e., a maximum of three consecutive days after six months' service, in certain cases, such as death in the family, jury duty or medical examination with a view to enrolment in the armed forces.

*Ships' Officers*

Somewhat different conditions of employment are established by the Ships' Officers Regulations made under Treasury Board Minute T.B.467500 of June 30, also effective August 1.

Ships' Officers include a master, mate or marine engineer certified under the Canada Shipping Act or any person in a position designated by the Treasury Board as that of a ship's officer for the purposes of the regulations. They do not include members of the armed forces or of the Royal Canadian Mounted Police.

Officers' salaries are to be fixed by the Treasury Board after consultation with the Department of Labour in terms of an annual rather than a monthly rate as for unlicensed crew members. Officers may, at the discretion of the deputy head, be paid half their salary if their ship is laid up during the non-navigation season, unless they are required to perform maintenance or other duties on a full-time basis.

Overtime payment is made on the basis of a five-day, 40-hour week, although this basic work-week is not necessarily the operating week of the ship concerned. Overtime payment may be made for hours worked after eight in a day and for days worked in addition to five in a week.

Overtime payment for work after eight hours in a day is to be in the form of a monthly lump sum. The monthly sum set by Treasury Board for the ship will be $5, $10, $15 or $20, according to the amount of overtime after eight hours in a day ordinarily performed on that ship as shown by past experience. The rates do not apply when an officer works on a shift basis unless he works longer than 40 hours in a week, not including Saturday and Sunday.

Compensation is also provided for overtime worked after five days in a week. Such compensation is in addition to any overtime payment based on daily hours. For days of work in excess of five in a week, an officer engaged elsewhere than in British Columbia may receive a cash lump sum approved by Treasury Board as overtime payment. In British Columbia, an officer working at least 40 hours in a week from Monday to Friday who is required to be on active duty on the Saturday or Sunday immediately following may be given compensatory leave credits of one-half day for each such period of four hours or less and one day for each period of more than four hours. Where it is not possible during the fiscal year to grant compensatory leave, a cash payment may be made.

The provisions for statutory holidays are the same for officers as for crew members.

Vacation leave for officers is two weeks a year for the first 25 years and three weeks thereafter.

Sick leave for officers is one and one-half weeks a year as for crew members. Officers may have up to 30 days' special leave to their credit, but may not take more than five days at a time without Treasury Board approval.

## PROVINCIAL

### Alberta Disabled Persons' Pensions Act

As a result of an amendment to the regulations under the Disabled Persons' Pensions Act, any allowance granted under the Supplementary Allowances Act to the wife or husband of a recipient of a disabled person's pension in Alberta will not be considered as income for the purposes of the regulations.

A second amendment provides for the suspension of the disabled person's pension during the period that a recipient, in the opinion of the Pensions Board, unreasonably neglects or refuses to avail himself of training, rehabilitation or treatment measures or facilities provided by or available in the province.

The amendments were made by O.C. 865-54 on June 11, gazetted June 30 and effective April 1, 1954.

### Alberta Tradesmen's Qualification Act

An applicant for a certificate of proficiency in the beauty culture trade in Alberta is now required to establish one year's practical experience rather than two, as before. Beauty culture is one of the trades designated under the Tradesmen's Qualification Act in which it is compulsory to hold a certificate. Apprentice certificates, which are issued by the Department of Industries and Labour on application to persons working under the direct supervision of a certificated operator, will

therefore be given for a one-year period, after which an apprentice must present himself for examination. The regulations (L.G., April, 1953, p. 587) formerly provided for an apprenticeship period of two years.

The Department is authorized to determine the eligibility of candidates to write examinations, to conduct all examinations and to determine the candidates' proficiency. These duties were previously assigned to the Board of Examiners.

The trade of providing manicures for women or men was removed from the list of trades which were designated in 1945 as trades under the general description of the beauty culture trade.

The amendments were made by O.C. 923-54 on June 29 and gazetted July 15.

## Ontario Disabled Persons' Allowances Act

Under the Ontario Disabled Persons' Allowances Act, allowances up to $40 a month may be paid, subject to a means test, to permanently and totally disabled residents of Ontario between the ages of 18 and 65 years.

The definition of "disabled person" in the Act was amended this year so that it no longer excluded permanently and totally disabled persons receiving workmen's compensation or receiving a pension, allowance or other benefit from the Government of Canada in respect of war service. This was done with the intention of dealing with these persons in regulations in such a way that it would be possible to grant allowances to certain deserving persons in the two categories.

The regulations (L.G., 1952, p. 1107) have now been amended by O.Reg. 114/54 of June 10, gazetted July 17. They exclude from the coverage of the Act any person who is receiving compensation under the Workmen's Compensation Act but make provision for the granting of an allowance to a person who is permanently and totally disabled by reason of physical or mental disability not connected with the accident or industrial disease for which he is receiving compensation and to the dependant, other than the widow, of a deceased workman.

The regulations also exclude from the Act recipients of a pension, allowance or other benefit from the Government of Canada in respect of war services except for a dependant who is receiving or is included in a pension, allowance or other benefit under the Pension Act (Canada). A dependant in this case means a child, parent, brother or sister who is in a dependent condition, within the meaning of the Pension Act.

## Saskatchewan Hours of Work Act

An amendment to three orders issued under the Saskatchewan Hours of Work Act in 1953 extends by four months the period during which an exception from the 44-hour standard set by the Act is permitted.

Shop and office employees in 83 listed towns and villages with a population of between 300 and 500 may work up to 48 hours in a week without payment of overtime until November 30, 1954. The same provision applies until November 30 in 140 listed places with more than 300 inhabitants, including the nine larger towns but excluding cities, for employees in establishments *other than* shops, offices and factories.

The three Orders in Council, 867/53, 868/53 and 1019/53 (L.G., Aug. 1953, p. 1192) were recently amended to extend the period from May 31 to July 31, 1954. The further extension was made by O.C. 1690/54 of July 27, gazetted August 6.

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## Canadian Municipalities

*(Continued from page 1277)*

It must, however, not be concluded that labour relations in Canadian municipalities are in any sense tense or unhappy. Indeed, this study has convinced the authors of just the reverse. Canadian municipalities have shown initiative, flexibility and good faith in adapting themselves to the changed conditions which trade unionism and collective bargaining have involved. Unions of municipal employees have pressed the demands of their members with vigour and ability. But they have also behaved responsibly and with due recognition of the special nature of their employment. The result has been a history of amicable labour relations which does credit to both parties and which compares favourably with the experience of most Canadian industries.

# Monthly Report on Operation of the Unemployment Insurance Act

## Initial and renewal claims for benefits increase in June, statistics* show, but ordinary claimants drop in number for 5th consecutive month

Although an increase in the total of initial and renewal claims for unemployment insurance benefit was reported for June, the number of ordinary claimants (persons completely separated from their employment) declined by almost 20 per cent during the month.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that during June a total of 114,797 initial and renewal claims for unemployment insurance benefit were filed in local offices across Canada, compared with 113,427 for May and 72,752 during June 1953. The increase was concentrated chiefly in Ontario and was due mainly to lay-offs or to the adoption of a shorter work-week in the iron and steel products and transportation equipment industries.

Ordinary claimants declined for the fifth consecutive month to a total of 199,531 (147,113 males and 52,418 females) on June 30. The decrease from May 31 (when 247,755 claimants were registered) was about 48,000. On June 30 one year ago, ordinary claimants numbered 119,830. Unemployment registers were included in the live file on June 30 for an additional 45,413 claimants, of whom 36,696 were on short-time and 8,717 on temporary lay-off.

Initial and renewal claims adjudicated during the month totalled 117,005; entitlement to benefit was granted in 82 per cent, or 96,341 cases. Claimants not entitled to benefit during the month totalled 27,011 (including 6,347 on revised claims), of whom 10,276, or 38 per cent, failed to fulfil the minimum contribution requirements. Among the chief reasons for disqualification were "voluntarily left employment without just cause" 5,345 cases; "not unemployed" 3,053 cases; and "not capable of and not available for work" 2,414 cases.

All provinces except Ontario showed a decline in the number of new beneficiaries during June (81,942) over May (87,468). In Ontario, the count of new beneficiaries increased from 27,631 during May to 33,412 in June. During June 1953, the number of new beneficiaries for Canada was 49,161.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

A substantial reduction occurred in the amount of benefit paid in June ($15,702,229) over May ($20,709,106), and the days compensated declined from 6,575,003 (including 81,922 disability days) in May to 5,050,883 (including 81,681 disability days) during June. A total of $8,408,071 was paid during June 1953 in respect of 2,731,888 unemployed days.

During the week June 26-July 2, an estimated 168,680 beneficiaries received $2,835,006 in compensation for 922,758 days (of which 15,988 were disability days), compared with an estimated 246,269 beneficiaries who received $4,188,446 as compensation for 1,341,840 days (including 22,481 disability days) during the week May 29-June 4. During the week June 27-July 3, 1953, a total of 90,859 beneficiaries received $1,548,187 in compensation for 509,070 unemployed days.

The average daily rate of benefit was $3.07 for the week June 26-July 2, compared with $3.12 for the week May 29-June 4. For the same week last year, the average daily rate of benefit was $3.04.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for June show that insurance books or contribution cards have been issued to 3,929,239 employees who have made contributions to the unemployment insurance fund since April 1, 1954.

At June 30, employers registered numbered 258,924, an increase of 1,630 during the month.

*See Tables E-1 to E-6 at back of book.

# Decisions of the Umpire under the Unemployment Insurance Act

## Complete text published because of its great general interest

### Decisions CU-B 1049, CU-C 31, June 24, 1954

The claimant is employed as a carder at the cotton mill of the Dominion Textile Company, at St. Grégoire, Montmorency, Que. On July 23, 1953, he filed a short-time initial claim for benefit at the local office of the Unemployment Insurance Commission.

On November 27, 1953, the local office sent to the Insurance Officer a Report of Possible Disqualification (Form UIC 493A) along with the claimant's statement that he was now working four days a week and that the local office had refused to pay him benefit in respect of Saturday because it was a holiday at the factory.

After examining the file, the Insurance Officer, on December 1, 1953, disqualified the claimant from receipt of benefit in respect of Saturdays, October 31, November 7, 14 and 21, 1953, because, in his opinion, those days "were comprised in a calendar week during which he had worked the full working week (Section 31(1)(e) of the Act)". The Insurance Officer commented that, under Section 31(1)(e) of the Act, "a short-time claimant who is ordinarily on a five-day week is held not to be unemployed on the sixth working day of any week in which he works four days, consecutive or not, for his usual employer".

From the decision of the Insurance Officer, the claimant appealed to a Court of Referees which, after having heard representations made by Mr. Wilfrid Lacroix, MP, and Mr. J. Dubé, an official of the *Syndicat National Catholique du Textile de St. Grégoire de Montmorency,* came to the conclusion that the claimant was entitled to benefit in respect of the aforesaid Saturdays. The Court expressed the opinion that the employees of the Dominion Textile Company had to be "available to the employer six days a week and, in fact, were ordinarily working six days".

From the decision of the Court of Referees, the Chief Claims Officer, on January 25, 1954, appealed to the Umpire on the ground that the decision of the Court of Referees was *ultra vires* in that it ruled on a question of coverage, which, pursuant to the Act, came under the jurisdiction of the Unemployment Insurance Commission. He also pointed out that the claimant should have been disqualified from benefit under paragraph (c), and not under paragraph (e), of Section 31(1) of the Act.

Following this appeal, the Unemployment Insurance Commission availed itself of the provision of Section 50 of the Act and referred to the Umpire for decision the question of whether the working week at the Dominion Textile Company of Montmorency was five or six days.

The *Syndicat National Catholique du Textile de St. Grégoire de Montmorency* requested a hearing before the Umpire and it was held in the City of Quebec on April 2, 1954. The union was represented by Mr. Louis-Philippe Pigeon, QC, and the Unemployment Insurance Commission by Mr. Claude Dubuc, Legal Adviser. Messrs. Lacroix and Dubé were also present.

* * *

The Unemployment Insurance Commission did not pay the claimant the benefit which was allowed to him by the Court of Referees in respect of the Saturdays October 31, November 7, 14 and 21, 1953, because the Court concluded that the working week at the weaving mill at St. Grégoire de Montmorency was six days and, therefore, dealt with a question which is vested in the Commission by the Act.

There is no provision in the Act which allows the Unemployment Insurance Commission to withhold the execution of a decision of a Court of Referees which rules on a question of right to benefit, even if such decision implicitly includes an expression of opinion on a question of coverage.

On the contrary, Section 67 of the Act imperatively prescribes that where payment of benefit is directed by a Court of Referees, it can be deferred only when an appeal to the Umpire is brought on the ground that the claimant should be disqualified under the provisions of Section 41 of the Act—which obviously does not apply in the present case.

I would also point out that the Chief Claims Officer was incorrect in stating that the Insurance Officer, at the hearing before the Court of Referees, informed the Court

that the case had to be referred to the Commission. The transcript of the evidence indicates that the Insurance Officer merely explained to the Court of Referees that it was not required to decide the question of contributions but solely the question of benefit.

Now to deal with the main issue in question, I have to decide whether the Saturdays October 31, November 7, 14 and 21, 1953, were, for the claimant, recognized holidays within the meaning of Section 31(1)(c) of the Act and, as requested by the Commission, whether the working week at the cotton mill of the Dominion Textile Company at St. Grégoire de Montmorency is five or six days.

According to established jurisprudence, a question of this kind has to be decided in accordance with the contract which governs the working conditions of the claimant and the practice which is followed at the place where he is employed.

The collective bargaining agreement between the Dominion Textile Company and the *Syndicat National Catholique du Textile de St. Grégoire de Montmorency,* which I have carefully examined, shows explicitly that the ordinary working week at the factory at St. Grégoire is one of 40 hours and implicitly that Saturday is not considered to be a normal working day.

Even if Mr. Pigeon's contention that a 40-hour working week does not necessarily mean a five-day week has some merit, it nevertheless remains that the facts show that during the last two years the Dominion Textile Company has in fact considered Saturday as a holiday.

It is contended that Saturday is an ordinary working day because the employees have to be available for work on that day. The sole fact that the employee must be available does not make Saturday an ordinary working day. In most of the contracts which govern the working conditions of employees who are on a five-day week, the employer retains the right to call the employees to work on Saturday if necessary.

Notwithstanding the arguments which were submitted to the contrary and which I have carefully studied, I consider that the Saturdays in respect of which the claimant is claiming benefit were for him, or for the employees of his grade or class or shift at the factory where he was employed, recognized holidays within the meaning of Section 31(1)(c) of the Act.

It follows that the working week at the factory is a five-day week and the appeal of the Chief Claims Officer is allowed with one reservation, *viz,* that the Commission will have to pay the claimant the benefit which was granted to him by the Court as an acquired right by virtue of Section 67 of the Act in respect of Saturdays October 31, November 7, 14 and 21, 1953.

The present decision is in conformity with decision CU-B-276A, which was rendered by my predecessor in a similar case and on which the Chief Claims Officer has based his appeal. I would like to point out, however, as remarked by Mr. Wilfrid Lacroix at the hearing, that if the Commission applies the precedent which was established by my predecessor and is hereby confirmed in the case of a worker on a five-day week who misses one day's work, it takes upon itself not to apply it when a worker is unemployed more than one day in the five days in question. Mr. Lacroix has contended that this constituted an implicit admission on the part of the Commission that the Act and the interpretation laid down by the Umpire were too rigid. He requested me that, if I maintained the appeal, to suggest to the Commission that it pass a regulation to make the sixth day compensable for all workers, whether they worked four days or less, or to recommend that the Act be amended to the effect that the first day of unemployment in any week be made compensable which would permit, in a case like that of the claimant Raoul Pilote, payment of benefit in respect of Friday.

I will leave it to the Commission to study again this whole question of workers on a five-day week and, if it is felt necessary, to remove any anomaly which might be found to exist.

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## ILO Report

*(Continued from page 1279)*

fully and in technically efficient ways. It is also necessary, it says, to use them in the industries and occupations where their productivity is greatest. The case for the greatest possible freedom of international trade rests upon this fact, the report notes.

In dealing with the subject of plant and equipment, the study declares that probably no single factor has a more important effect on labour productivity than the amount of capital employed in conjunction with labour. It concludes, however, that "differences in the amount of capital per worker are not sufficient to account for observed differences in labour productivity," and that "other factors also have an important influence upon this."

# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during July

### Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 200 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 145 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:—

| Department | No. of Contracts | Aggregate Amount |
|---|---|---|
| Defence Production (June Report) | 207 | $ 775,755.00 |
| (July Report) | 120 | 556,536.00 |
| Post Office | 6 | 35,909.92 |
| R.C.M.P. | 14 | 194,557.17 |

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

## Wage Claims Received and Payments Made during July

During July the sum of $2,274.30 was collected from three employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 34 employees concerned.

## Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto).

### Central Mortgage and Housing Corporation

*Gander Nfld:* Eastern Woodworkers Ltd, construction of housing units, walks & drives. *Amherst N S:* Albert Rayworth, *exterior painting. *Ajax Ont:* Swansea Construction Co Ltd, construction of trunk sewer; B Phillips Co Ltd, painting of steam plant; Miller Paving Ltd, construction of asphalt roads & concrete sidewalks; Brant Construction Co Ltd, exterior painting, repairs & improvements to Arbor Lodge (704), Rotary Hall (708). *Downsview Ont:* H H Sutton, landscaping; K J Beamish Construction Co Ltd, paving of roads, parking areas & access roads. *Galt Ont:* Terminal Construction Co Ltd, landscaping. *London Ont:* Wilfred P Jackson, *exterior painting. *Napance Ont:* Joseph Downey & Son, *exterior painting. *Peterborough Ont:* W R Hamblin, exterior painting. *Chilliwack B C:* Beaver Construction Co Ltd, construction of housing units. *Kitimat B C:* Johnson-Crooks Construction Corp (B C) Ltd, construction of houses. *North Vancouver B C:* Rosenquist & Sons, exterior painting.

### Defence Construction (1951) Limited

*Halifax N S:* R E Stewart Construction, construction of garage, etc. *Chatham N B:* Diamond Construction Co Ltd, construction of power plant bldg. *Gagetown N B:* Terminal Construction Co Ltd, clearing, grubbing & burning, No 1 priority training areas; J W McMulkin & Son Ltd, clearing, grubbing & burning, No 1 priority training areas; R K Chappell, clearing, grubbing & burning, No 1 priority training areas; Diamond Construction Co Ltd, clearing, grubbing & burning, No 1 priority training areas; Byers Construction Co Ltd, clearing, grubbing & burning, No 1 priority training areas; Combustion Engineering Corp Ltd, supply & installation of boilers. *Moncton N B:* W R McLaughlin Ltd, construction of inflammable stores bldg. *Bouchard P Q:* Northland Construction Co Ltd, installation of outside services, roads, water & drainage systems; Northland Construction Co Ltd, construction of electrical distribution system. *Levis P Q:* Mobec Ltd, rewiring & relighting of armoury. *St Laurent P Q:* Dominion Steel & Coal Corp Ltd, security fencing, Canadair Ltd, Cartierville airport. *Cobourg Ont:* H J McFarland Construction Co Ltd, construction of ground services, Central Ordnance Depot. *North Bay Ont:* Sterling Construction Co Ltd. construction of power plant bldg. *Petawawa Ont:* Robertson-Yates Corp Ltd, construction of barrack blocks & mess. *St Catharines Ont:* Wade Electric, rewiring & relighting of armoury. *Trenton Ont:* Provincial Engineering Ltd, alterations & additions to underground steam distribution system. *Uplands Ont:* Bedard Girard Ltd, installation of underground electrical distribution system, etc, street lights, fire alarm system & duct work service to standby plant. *Gimli Man:* Peter Leitch Construction Ltd, construction of garage; Peter Leitch Construction Ltd, permanent subfloor replacement & cubicling of barrack blocks. *Portage la Prairie Man:* Malcolm Construction Co Ltd, construction of garage. *Winnipeg Man:* Peter Leitch Construction Ltd, construction of barrack blocks & mess & roadwork. *Saskatoon Sask:* Cotter Bros Ltd, connecting up boiler & supply & installation of auxiliary equipment & piping, central heating plant. *Claresholm Alta:* International Water Supply Ltd, *exploratory drill testing & drilling work. *Cold Lake Alta:* Bennett & White (Alta) Ltd, construction of control tower & standby & GCI power supply bldg. *Rocky Point B C:* Northern Construction Co & J W Stewart Ltd, construction of reservoir & water mains.

*Summerside P E I:* M F Schurman Co Ltd, exterior painting. *Debert N S:* Geo H Hamilton & Son, application of bonded roofs. *Chatham N B:* North Shore Construction Ltd, construction of Tracadie Range. *Bury P Q:* Ross-Diron Electric Ltd, rewiring & relighting of armoury. *Bagotville P Q:* Ovila Gauthier Ltee, exterior painting. *Lachine P Q:* Lagendyk & Co Reg'd, exterior maintenance painting; Reid & Cambridge Ltd, alterations & repairs to overhead steam distribution system. *Valcartier P Q:* J O Lambert Inc, alterations, etc, workshop bldg, CARDE. *Barriefield Ont:* J W Havelin Ltd, interior painting, Military Camp. *Centralia Ont:* Lock & Son Ltd, interior & exterior painting. *Hamilton Ont:* Tidey Construction Co Ltd, erection of prefabricated metal bldgs, etc, HMCS "STAR". *London Ont:* Canadian Comstock Co Ltd, installation of fluorescent lighting system. *Ottawa Ont:* W O Pickthorne & Son Ltd, installation of electrical distribution system, Connaught Ranges. *Rivers Man:* Ideal Decorating Co, restaining of roofs. *Winnipeg Man:* Ideal Decorating Co, exterior painting. *Dundurn Sask:* R B McLeod & Co Ltd, construction of water pipe line; International Water Supply Ltd, installation & testing of gravel wall well system, military camp. *Edmonton Alta:* William Sigalet & Co Ltd, exterior painting, transit camp.

## National Harbours Board

*Halifax Harbour N S:* Fundy Construction Co Ltd, construction of additional rest room & office facilities at grain elevator; Blunden's Supplies, construction of longshoremen's canteen. *Saint John Harbour N B:* R A Corbett & Co Ltd, construction of stores bldg. *Vancouver Harbour B C:* Gilmour Construction & Engineering Co Ltd, construction of dry-wall rock protection for portion of Granville Island.

## Northern Affairs and National Resources

*Beau Rivage Island, St. Lawrence Islands National Park Ont:* A F Simpson, construction of wharf. *Kingston Ont:* Will-Mac Construction Ltd, restoration of moat wall & repairs to interior of main room, Murney Tower, MacDonald Park. *Point Pelee National Park Ont:* T C Warwick & Sons Ltd, construction of warden's residence & stores bldg. *Battleford Sask:* C M Miners Construction Co Ltd, construction of combined administration bldg & custodian's residence, Fort Battleford National Historic Park. *Banff National Park Alta:* Standard Gravel & Surfacing of Canada Ltd, reconstruction of Banff-Jasper Highway mile 0 to mile 10 from Lake Louise easterly. *Jasper Townsite, Jasper National Park Alta:* Crawley & Mohr Construction, construction of staff residence. *Jasper National Park Alta:* Rusk & Tompkins Ltd, replacement of Whirlpool bridge, Mile 15, Banff-Jasper Highway; Western Construction & Lumber Co Ltd, major repairs & laying of asphalt bound base, Banff-Jasper Highway. *Wasagaming, Riding Mountain National Park Alta:* Arthur Freiheit, construction of engineer's residence. *Hay River N W T:* B G Linton, maintenance of section of Mackenzie Highway. *between Boat Encampment B C & Revelstoke B C:* Pacific Water Wells Ltd, drilling work on Columbia River. *near Downie Creek B C:* Pacific Water Wells Ltd, drilling work on Columbia River. *Fort Rae N W T:* O I Johnson Construction Ltd, construction of warden's residence. *Yellowknife N W T:* O I Johnson Construction Ltd, construction of houses. *Upper Whitehorse Y T:* Marwell Construction Co Ltd, construction of houses.

## Department of Public Works

*Long Harbour, St John's West, Nfld:* McNamara Construction Co Ltd, *dredging. *St John's Nfld:* Colonial Construction Co Ltd, construction of garage under bldg No 18, Buckmasters' Field. *Rustico North P E I:* J W & J Anderson Ltd, construction of retaining wall. *Barrios Beach N S:* R K MacDonald Construction Co Ltd, breakwater repairs. *Dingwall N S:* M H McManus Ltd, extension to south breakwater. *Dover East N S:* Ralph & Arthur Parsons Ltd, wharf reconstruction. *Parker's Cove N S:* Cameron Contracting Ltd, breakwater replacement. *Port Joli (St Catherine's River) N S:* Atlantic Bridge Co Ltd, construction of breakwater-wharf. *Sonora N S:* Lincoln Construction Co Ltd, construction of breakwater. *Dalhousie N B:* Chaleur Construction Co Ltd, wharf repairs. *Richibucto Cape N B:* Diamond Construction Co Ltd, *dredging. *Shediac N B:* M F Schurman Co Ltd, erection of public bldg.

*Shippigan Gully N B:* Diamond Construction Co Ltd, *dredging. *Baie des Sables P Q:* MacDonald & Marcheterre Enr'g, wharf repairs. *Grande Riviere P Q:* Marcel Cauvier & J E Keays, protection work. *Lac St Paul P Q:* Roland Matte, wharf reconstruction. *L'Anse St Jean P Q:* Rosario Lapointe, wharf repairs. *Port Daniel Centre (Ruisseau Castilloux) P Q:* George K Steele, construction of wharf. *Premier Etang P Q:* Eastern Enterprises Ltd, breakwater construction. *Ruisseau Leblanc P Q:* George K Steele, breakwater extension. *Ste Angele de Laval P Q:* Marine Industries Ltd, *dredging. *St Augustin P Q:* Gulf Maritime Construction Ltd, construction of wharf extension. *Ste Felicite P Q:* Captain Edgar Jourdain, wharf repairs. *Sorel P Q:* Sorel Mill & Builders Supply Ltd, repairs to protection wall. *Dundalk Ont:* Mel Wedow Construction, construction of Post Office bldg. *Fort William Ont:* McNamara Construction Co Ltd, *dredging; McNamara Construction Co Ltd, *dredging. *Mattawa Ont:* M Sullivan & Son Ltd, erection of public bldg. *Ottawa Ont:* Sirotek Construction Ltd, alterations & additions to Tobacco Warehouse, Central Experimental Farm; A Lanctot Construction Co, extension to east & west penthouses at south corridor, Centre Block, Parliament Bldgs; Ottawa Iron Works Ltd, erection of steel safety wall, Research Laboratory bldg H", Booth St; Ross-Meagher Ltd, repairs to windows, Parliamentary Restaurant, Parliament Buildings; Robert Strang, redecorating of RCMP quarters, Canadian Bank Note Building, Wellington St; William D'Aoust Construction Ltd, alterations to No 7 Temporary Bldg for Dept of National Health & Welfare; Modern Decoration Moderne, painting & decorating of certain rooms in the Langevin Block. *St Williams Ont:* Harry Gamble, *dredging. *Toronto Ont:* Dominion Bridge Co Ltd, removal of two steam boilers, old arches, brick walls, etc, & supply & installation one steam boiler, oil burner, equipment, etc, 122 Front St. W. *Winnipeg Man:* C R Dufault Ltd, installation of ventilation system, Immigration Bldg, Maple St; Claydon Co Ltd, construction of boiler house, Veterans Home, Academy Road. *Edmonton Alta:* J W Mould & Son Ltd, alterations to heating systems, Charles Camsell Hospital; Christensen & Macdonald Ltd, erection of public bldg, phase 11 (completion). *Lethbridge Alta:* Southern Alta Construction Ltd, addition & alterations to veterinary research laboratory. *Dodge Cove B C:* Armour Salvage (1949) Ltd, *dredging. *Esquimalt B C:* Eakins Construction Ltd, construction of approach & float for Admiral's Boathouse; Butterfield & Hughes, *survey of harbour headline. *Fraser River, Lulu Island B C:* Gilley Bros Ltd, bank protection. *Nanaimo B C:* Hewett & Smythies, *survey of harbour headline; E H Shockley & Son Ltd, erection of public bldg, (phase 11, completion). *Port Alberni B C:* W E Bond, renewal of floating log breakwater. *Port Clements B C:* Coast Quarries Ltd, breakwater reconstruction. *Port Moody B C:* Baird's Tugboats Ltd, removal & disposal of wharf & floats.

## Department of Transport

*Cape Spear Nfld:* Concrete Products (Nfld) Ltd, construction of tower & demolition of old tower & dwelling. *Green Island, Catalina, Nfld:* S J Clark, construction of dwellings. *Torbay Nfld:* Rayner Construction Ltd, additional airport development. *Seven Islands P Q:* Marc Lapointe, construction of dwellings. *Walrus Island (Ile au Marteau) P Q:* Gulf Maritime Construction Ltd, construction of reinforced concrete tower. *London Ont:* Quinney Construction Co Ltd, construction of V H F omni range bldg. *Sudbury Ont:* Canadian Comstock Co Ltd, construction of airport lighting facilities. *Timmins Ont:* Roy Beattie Construction, construction of airport lighting facilities. *Welland Canals Ont:* Frank Greaves & Co, painting bridges Nos 1 & 3; Lock & Son Ltd, painting bridges Nos 14 & 16. *Primrose Lake (Cold Lake) Alta:* Mix Bros Construction Co Ltd, clearing, stumping & grubbing. *Sandspit B C:* Christian & Allen Ltd, replacement of water mains. *Vancouver B C:* Columbia Bitulithic Ltd, additional airport development.

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## LMPC Magazine Celebrates Tenth Anniversary

The *San-Wag News*, employee magazine published jointly by the Recreation Club and the LMPC at the Sangamo Co., Ltd., Leaside, Ont. recently celebrated its tenth year of publication. This lively, well-edited magazine has improved steadily since its beginning and today is a balanced publication of news, features and articles.

# Salaries of Office Workers in Manufacturing, 5 Cities, Oct. 1953

**Moderate rise in average salaries of office workers in manufacturing in year ending October 1953 indicated by Department's annual survey**

An analysis of office salaries in five important Canadian manufacturing centres in 1953 indicates a moderate rise in levels compared with the previous year.

This study is based on information furnished the Economics and Research Branch, Department of Labour, by industrial employers in the annual survey of wage rates and salaries for October 1953. Approximately 6,500 establishments employing about 180,000 office workers were included in this survey. The figures on average salaries shown in the accompanying table cover 9,285 male and 21,404 female employees. The employee totals by city are as follows: Halifax, 281; Montreal, 13,840; Toronto, 12,750; Winnipeg, 2,069; and Vancouver, 1,749.

An indication of the change in salary levels between 1952 and 1953 may be obtained by comparing average weekly salaries for male general office clerks, the largest occupational class, in the two largest manufacturing centres, Montreal and Toronto. For Montreal, the rates run as follows:

| | 1952 | 1953 | % Rise |
|---|---|---|---|
| | $ | $ | |
| Senior | 68·03 | 72·39 | 6·4 |
| Intermediate | 52·86 | 55·68 | 5·3 |
| Junior | 35·11 | 36·57 | 4·2 |
| And for Toronto: | | | |
| Senior | 66·02 | 68·78 | 4·2 |
| Intermediate | 50·52 | 53·97 | 6·8 |
| Junior | 37·78 | 39·87 | 5·5 |

Salaries of stenographers and typists, two important female job categories, increased in all five centres, although there appeared to be a wider inter-city variation in gains for typists than for stenographers. Average weekly salaries for all grades of stenographers in the two years were as follows:

| | 1952 | 1953 | % Rise |
|---|---|---|---|
| | $ | $ | |
| Halifax | 35·06 | 36·87 | 5·2 |
| Montreal | 44·45 | 47·45 | 6·7 |
| Toronto | 43·46 | 46·50 | 7·0 |
| Winnipeg | 36·63 | 39·61 | 8·1 |
| Vancouver | 40·76 | 43·57 | 6·9 |

And for all grades of typists:

| | 1952 | 1953 | % Rise |
|---|---|---|---|
| | $ | $ | |
| Halifax | 31·40 | 35·48 | 13·0 |
| Montreal | 37·11 | 38·87 | 4·8 |
| Toronto | 38·04 | 41·49 | 9·1 |
| Winnipeg | 31·41 | 32·44 | 3·3 |
| Vancouver | 33·31 | 36·41 | 9·3 |

The adjoining table indicates the average weekly salaries and predominant ranges of salaries for 10 male and 21 female occupations in the above five cities. The job categories are important in terms of numbers of employees and prevalence throughout various sections of the manufacturing industries. A number of occupations have been added since the last article was published on this subject (L.G., June 1953, p. 846) and two others, stenographers and typists, have been separated according to grade.

The figures show that among the male job classes covered in this study, salary levels were highest for senior office clerks, senior bookkeepers and cost clerks, although the rank order of the three jobs varied according to city. Junior clerks, junior bookeepers and filing clerks were at the low end of the salary scale, although it should be noted that there are very few males employed in the last category.

There is a considerably narrower range between the highest and lowest paid female jobs than there is between corresponding male jobs, both in dollar and percentage terms, even though a larger number of female occupations are included in this study.

The most typical salary rank order for women performing stenographic-typing work showed private secretaries at the highest level, followed by secretarial stenographers, senior stenographers, senior typists, junior stenographers and junior typists. In the office appliance group, calculating and bookkeeping machine operators generally averaged two or three dollars

## PRELIMINARY AVERAGE WEEKLY SALARIES OF OFFICE EMPLOYEES IN MANUFACTURING, FIVE CANADIAN CITIES, OCTOBER, 1953

NOTE: Any monthly salaries reported were changed to weekly, using 4⅓ weeks per month as a conversion factor.

| Occupation | Halifax | | Montreal | | Toronto | | Winnipeg | | Vancouver | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Average Rate per Week | Range of Rates per Week | Average Rate per Week | Range of Rates per Week | Average Rate per Week | Range of Rates per Week | Average Rate per Week | Range of Rates per Week | Average Rate per Week | Range of Rates per Week |
| | $ | $ | $ | $ | $ | $ | $ | $ | $ | $ |
| Bookkeeper—Senior, Male | 52.53 | 45.00—55.00 | 66.26 | 50.00—87.69 | 64.97 | 50.00—83.00 | 62.34 | 43.85—80.77 | 68.42 | 50.00—86.54 |
| Bookkeeper, Senior, Female | 43.66 | 38.00—50.00 | 53.62 | 40.00—68.00 | 51.76 | 41.00—62.31 | 46.20 | 34.62—60.00 | 51.87 | 40.38—66 21 |
| Bookkeeper—Junior, Male | 46.11 | ..... | 49.43 | 34.62—65.88 | 51.07 | 40.00—62.50 | 48.08 | 32.50—62.05 | 55.31 | 42.69—69.23 |
| Bookkeeper,—Junior,Female | 35.43 | 34.62—36.92 | 40.75 | 30.00—50.00 | 42.26 | 35.00—51.50 | 36.71 | 28.85—45.00 | 43.67 | 35.00—55.03 |
| Cost Clerk, Male | 57.82 | 40.00—65.77 | 61.16 | 43.50—78.46 | 60.30 | 43.85—76.30 | 61.52 | 46.15—80.50 | 64.56 | 49.62—80.77 |
| Cost Clerk, Female | ..... | ..... | 45.23 | 31.15—60.68 | 46.08 | 35.00—58.85 | 43.41 | 32.31—47.31 | 42.27 | 32.31—49.14 |
| Filing Clerk, Male | ..... | ..... | 35.16 | 27.50—47.77 | 39.65 | 32.50—45.00 | ..... | ..... | ..... | ..... |
| Filing Clerk, Female | ..... | ..... | 35.25 | 27.50—44.25 | 36.53 | 28.85—46.00 | 28.10 | 23.08—33.69 | 36.08 | 28.85—46.15 |
| General Office Clerk—Senior, Male | 56.39 | 52.12—70.00 | 72.39 | 51.00—89.25 | 68.78 | 55.00—85.00 | 59.62 | 42.69—80.77 | 70.75 | 50.77—87.00 |
| General Office Clerk—Senior, Female | 38.26 | 35.00—44.00 | 51.07 | ..... | 51.14 | 40.00—62.31 | 41.98 | 35.00—49.85 | 45.91 | 40.00—55.65 |
| Intermediate, Male | 52.42 | 34.62—65.77 | 55.68 | 41.54—70.38 | 53.97 | 42.00—65.00 | 47.79 | 36.92—60.00 | 52.03 | 41.54—62 00 |
| Intermediate, Female | 33.94 | 27.00—41.00 | 43.65 | 34.62—55.99 | 42.65 | 35.00—51.92 | 37.11 | 31.15—43.85 | 40.62 | 33.46—48.00 |
| Junior, Male | 31.99 | 23.08—38.00 | 36.57 | 25.00—47.31 | 39.87 | 31.19—49.00 | 36.21 | 28.85—43.85 | 36.10 | 27.00—47.31 |
| Junior, Female | 29.80 | 25.00—36.92 | 34.02 | 25.38—43.00 | 36.55 | 30.00—43.67 | 29.68 | 24.00—35.00 | 32.39 | 28.00—36.92 |
| Machine Operator—Billing, Female | ..... | ..... | 39.61 | 30.00—47.50 | 42.36 | 35.00—50.00 | 40.06 | 28.85—52.75 | 40.46 | 32.31—48.46 |
| Machine Operator—Bookkeeping, Female | ..... | ..... | 44.97 | 35.00—54.23 | 46.44 | 40.00—55.00 | 39.42 | 32.31—46.16 | 42.62 | 34.06—51.92 |
| Machine Operator—Calculating, Female | ..... | ..... | 43.90 | 35.77—52.24 | 45.31 | 37.62—54.23 | 39.56 | 31.15—51.92 | 43.35 | 36.46—49.50 |
| Machine Operator—Key Punch, Female | ..... | ..... | 41.56 | 33.46—48.00 | 45.02 | 38.00—53.54 | ..... | ..... | ..... | ..... |
| Material Record Clerk, Male | 48.61 | 42.69—55.00 | 55.42 | 37.50—72.50 | 57.75 | 40.00—74.00 | 50.72 | 34.62—72.00 | 58.52 | 42.69—71.50 |
| Material Record Clerk, Female | 40.69 | 32.31—45.46 | 38.80 | 28.00—48.46 | 41.27 | 34.62—50.00 | 36.01 | 24.23—48.47 | 36.51 | 32.31—42.39 |
| Order Clerk, Male | ..... | ..... | 52.93 | 36.92—72.47 | 58.75 | 45.00—80.00 | 51.78 | 38.75—67.38 | 55.38 | 45.00—75.00 |
| Order Clerk, Female | ..... | ..... | 41.44 | 30.00—54.00 | 44.49 | 35.00—56.00 | 30.67 | 25.39—43.85 | 40.62 | 35.77—48.46 |
| Payroll Clerk, Male | 50.69 | 45.00—55.00 | 53.31 | 36.00—70.62 | 56.26 | 41.00—70.38 | 47.06 | 31.25—60.00 | 56.73 | 42.69—80.75 |
| Payroll Clerk, Female | 37.60 | 34.00—41.54 | 42.49 | 30.00—57.00 | 45.56 | 36.92—55.38 | 38.60 | 30.00—48.46 | 45.15 | 35.00—57.46 |
| Secretarial Stenographer, Female | ..... | ..... | 54.54 | 43.85—65.54 | 49.61 | 43.00—62.03 | 47.55 | 40.38—54.23 | 49.76 | 38.08—49.76 |
| Secretary (Private Secretary), Female | 45.04 | 40.38—49.62 | 58.45 | 45.00—73.85 | 58.20 | 45.00—73.50 | 50.81 | 40.00—59.31 | 53.30 | 40.38—70.42 |
| Stenographer, Senior, Female | 38.82 | 35.00—46.15 | 48.23 | 40.00—56.54 | 47.85 | 40.00—55.38 | 41.95 | 35.00—50.00 | 44.75 | 37.25—52.50 |
| Stenographer, Junior, Female | 31.01 | 25.00—39.00 | 43.30 | 34.98—55.50 | 41.70 | 35.00—48.00 | 35.17 | 30.00—40.38 | 37.79 | 33.00—42.00 |
| Telephone-Switchboard Operator, Female | 34.47 | 28.85—42.00 | 41.06 | 32.00—50.77 | 42.82 | 35.00—52.00 | 34.13 | 26.54—42.10 | 39.43 | 32.31—49.00 |
| Typist, Senior, Female | 36.68 | 30.00—45.23 | 41.73 | 35.00—49.25 | 43.58 | 37.00—50.88 | 38.09 | 31.15—44 75 | 39 42 | 34.62—43.85 |
| Typist, Junior, Female | 33.62 | 30.00—38.00 | 36.16 | 30.00—43.62 | 38.60 | 31.15—42.99 | 31.11 | 26.54—36.92 | 33.76 | 28 50—39 50 |

more per week than billing machine operators. The salaries for key-punch operators, which are shown for Montreal and Toronto only, were on the average much the same as the other types of machine operators. Of the clerical categories, senior clerks and senior bookkeepers were generally at the highest salary level and junior and filing clerks at the lowest level.

From the table it can be seen that there are important variations in the average salaries of similar occupations among the five cities. Senior stenographers, for example, averaged close to $48 a week in Toronto and Montreal, the highest paying centres, and less than $39 in Halifax. Montreal was the highest paying city for junior, senior and secretarial stenographers, as well as private secretaries, but Toronto was highest for typists and all classes of office appliance operators. This latter relationship has been evident every year since 1949, when statistics on clerical salaries were first published by this Department.

# Wage Rates for Labourers in Manufacturing, October 1953

**Survey finds small upward movement in average hourly wage rates for male unskilled factory labour between October 1952 and October 1953**

A study of the average hourly wage rates for male unskilled factory labour at October 1953 reveals a small upward movement in average levels compared with the previous year. The study is based on returns made by employers in the annual survey of wage rates and salaries conducted by the Economics and Research Branch, Department of Labour.

The table that accompanies this text shows the average rates for male labourers in 48 Canadian cities over the three-year period, 1951-1953. The averages for 1953 were obtained from the rates for 46,754 workers located as follows: Atlantic Provinces, 4,108; Quebec, 12,266; Ontario, 22,286; Prairie Provinces, 3,237; British Columbia, 4,857.

For purposes of this article a labourer is a worker who performs one or a variety of heavy or light manual duties that can be learned in a short period of time and which requires a minimum of independent judgment. Only those who duties are too general to be classified otherwise are included in this occupation.

There was quite a wide variation in the increases in city averages between 1952 and 1953. When averaged at the provincial level, hourly increases were much the same in eight of the ten provinces, ranging from three to six cents. The increase in Nova Scotia was 10 cents, being greatly influenced by a 12-cent rise for the city of Sydney. There was no change in the average rate in British Columbia, although 3-cent advances were evident in Vancouver and Victoria, where just over one-third of the B.C. workers were employed.[1]

In terms of averages, wage rates for labourers are highest in British Columbia and Ontario; but even within these provinces local differences in wage levels are substantial and many centres in the Atlantic Provinces, Quebec and the Prairie Provinces have rates that exceed those of many communities in the two high-wage provinces.

Wage levels in the larger cities, where industry is generally more diversified, tend to fall close to the provincial averages. In other centres where one industry predominates, levels are greatly influenced by the nature of that industry. In Sydney, Hamilton and Welland, the high wage scales of the primary steel manufacturers raise local wage rate averages for labourers well above those for most other cities of comparable size in Nova Scotia and Ontario. In Trois Rivières, Cornwall and Thorold, the pulp and paper industry is the largest employer of labourers and thus exerts a great influence on the pattern of wages for unskilled males. In Kitchener and Saskatoon, the meat packing industry plays an important role in determining local wage levels for this class of employee.

[1] While changes in the averages are largely due to actual adjustments in wage levels in manufacturing firms, minor fluctuations can quite easily be caused by shifts in the employment distribution of workers among establishments, cities and provinces. and can also be the result of slight modifications in coverage and reporting methods.

## AVERAGE HOURLY WAGE RATES FOR LABOURERS, MALE, IN MANUFACTURING, BY CITY (1)

October 1951, 1952 and 1953

| City | 1951 | 1952 | 1953 | |
|---|---|---|---|---|
| | Average Rate | Average Rate | Average Rate | Range of Rates |
| | $ | $ | $ | $ |
| Canada | 1.10 | 1.18 | 1.22 | ..... |
| Newfoundland | .91 | 1.09 | 1.14 | ..... |
| St. John's | .74 | .97 | 1.08 | .80—1.24 |
| P.E.I. | .68 | .69 | .73 | ..... |
| Nova Scotia | .87 | 1.01 | 1.11 | ..... |
| Halifax | .83 | 1.02 | 1.04 | .70—1.17 |
| New Glasgow | .73 | .79 | .91 | .80—1.05 |
| Sydney | 1.20 | 1.30 | 1.42 | ..... |
| New Brunswick | .88 | .97 | 1.00 | ..... |
| Moncton | 1.16 | 1.19 | 1.25 | .80—1.43 |
| Saint John | .88 | .96 | 1.02 | .83—1.11 |
| Quebec | .98 | 1.07 | 1.12 | ..... |
| Hull | 1.10 | 1.14 | 1.17 | 1.03—1.37 |
| Joliette | .83 | .88 | .94 | .78— .99 |
| Montreal | 1.01 | 1.12 | 1.21 | .94—1.48 |
| Quebec | .96 | 1.07 | 1.11 | .88—1.41 |
| St. Jérome | .88 | .96 | .95 | .71—1.16 |
| Shawinigan Falls | 1.16 | 1.29 | 1.36 | 1.34—1.41 |
| Sherbrooke | .77 | .86 | .88 | .60—1.07 |
| Trois Rivières | 1.07 | 1.13 | 1.24 | 1.14—1.41 |
| Victoriaville | .79 | .80 | .85 | .78— .90 |
| Ontario | 1.16 | 1.23 | 1.27 | ..... |
| Belleville | .96 | 1.06 | 1.15 | .75—1.45 |
| Brantford | 1.21 | 1.19 | 1.32 | 1.21—1.44 |
| Chatham | 1.01 | 1.07 | 1.16 | .80—1.49 |
| Cornwall | 1.18 | 1.14 | 1.23 | ..... |
| Fort William | 1.20 | 1.22 | 1.37 | 1.28—1.41 |
| Galt | 1.12 | 1.13 | 1.19 | .90—1.30 |
| Guelph | 1.03 | 1.10 | 1.17 | 1.00—1.25 |
| Hamilton | 1.28 | 1.36 | 1.36 | 1.05—1.44 |
| Kitchener | 1.12 | 1.19 | 1.29 | 1.11—1.40 |
| London | 1.14 | 1.22 | 1.23 | .90—1.39 |
| Niagara Falls | 1.30 | 1.37 | 1.44 | 1.42—1.54 |
| Orillia | .87 | .90 | 1.00 | .80—1.13 |
| Oshawa | 1.30 | 1.26 | 1.36 | 1.11—1.43 |
| Ottawa | .85 | .92 | .98 | .75—1.22 |
| Peterborough | 1.17 | 1.19 | 1.29 | 1.09—1.37 |
| Port Arthur | 1.22 | 1.26 | 1.35 | 1.18—1.41 |
| St. Catharines | 1.22 | 1.24 | 1.27 | .90—1.48 |
| St. Thomas | 1.10 | 1.17 | 1.25 | 1.03—1.41 |
| Sarnia | 1.26 | 1.43 | 1.46 | 1.35—1.58 |
| Sault Ste. Marie | 1.26 | 1.35 | 1.43 | ..... |
| Sudbury | 1.02 | 1.08 | 1.09 | 1.05—1.17 |
| Thorold | 1.32 | 1.39 | 1.41 | 1.35—1.47 |
| Toronto | 1.14 | 1.23 | 1.28 | 1.00—1.45 |
| Welland | 1.44 | 1.50 | 1.58 | 1.40—1.67 |
| Windsor | 1.29 | 1.44 | 1.45 | 1.39—1.55 |
| Woodstock | .96 | 1.12 | 1.19 | 1.00—1.36 |
| Manitoba | .97 | 1.11 | 1.17 | ..... |
| Winnipeg | .97 | 1.13 | 1.22 | .95—1.37 |
| Saskatchewan | 1.01 | 1.13 | 1.18 | ..... |
| Regina | 1.00 | 1.14 | 1.15 | 1.03—1.47 |
| Saskatoon | 1.03 | 1.21 | 1.22 | 1.00—1.40 |
| Alberta | 1.04 | 1.10 | 1.16 | ..... |
| Calgary | 1.16 | 1.27 | 1.37 | 1.15—1.47 |
| Edmonton | 1.01 | 1.14 | 1.23 | 1.00—1.39 |
| British Columbia | 1.31 | 1.40 | 1.40 | ..... |
| Vancouver | 1.32 | 1.41 | 1.44 | 1.06—1.61 |
| Victoria | 1.28 | 1.46 | 1.49 | 1.33—1.55 |

(1) In deriving the Canadian average wage rate and the average wage rates for each province, the number of male general labourers in manufacturing in the current year in each city as obtained from the Annual Survey of Wage Rates and Salaries was used for weighting purposes. These averages included figures for many centres in addition to those shown in the table.

# Prices and the Cost of Living*

## Consumer Price Index, August 2, 1954

The consumer price index advanced 0·7 per cent from 116·2 to 117·0 between July 2 and August 2. This increase was almost entirely attributable to a rise of 2·1 per cent in the food index from 112·1 to 114·4, most of which was seasonal in its nature. Beef, lamb, eggs, citrus fruit, tea and most canned goods were higher, and potatoes registered a substantial increase of 13·8c per 10 pounds. Other fresh vegetables and pork were lower. These price changes were in combination with normal seasonal shifts in consumption.

The shelter index increased 0·3 per cent from 126·6 to 127·0 as a result of advances in rents and residential building costs. No over-all change was recorded in clothing or household operation and the indexes for these two main groups remained unchanged at 109·6 and 117·2, respectively. Within the clothing group, slight decreases for men's hats, women's hosiery, cotton dress print and children's shoes were offset by an increase in knitting yarn. In the household operation component, advances in coal, dishes, enamel saucepans and soap flakes counterbalanced declines in fuel oil, electrical appliances, mattresses and drapery material.

Other commodities and services moved from 117·6 to 117·7 as higher rates were reported for hospital services in several cities as well as for newspapers in Ottawa. Gasoline prices were lower in 21 cities located mostly in Eastern Canada.

The index one year earlier (August 1, 1953) was 115·7. Group indexes on that date were: food 112·8, shelter 124·1, clothing 110·4, household operation 117·2 and other commodities and services 115·8.

## City Consumer Price Indexes, July 2, 1954

Five of the ten regional consumer price indexes advanced between June 1 and July 2, three were unchanged and two declined.

Increases were fairly general for eggs, fresh and canned fruits, beef, potatoes, carrots, tea and coffee, while pork, butter, lard, lettuce and tomatoes were lower in most centres. As a result, food indexes were higher in six cities, lower in one and unchanged in three.

Advances in rents were reflected in higher shelter indexes for seven cities while no changes were recorded in the remaining three. A slight downward movement in clothing in seven cities resulted mainly from lower quotations for nylon hosiery.

Household operation indexes were unchanged in six cities, higher in three and lower in one, as scattered increases were reported for floor coverings and hardware items while mixed changes occurred in furniture and appliances. Other commodities and services moved down fractionally in six cities, principally because of decreases in gasoline and photographic film prices. An advance in local transportation fares in Toronto was reflected in a higher index for that city.

Regional consumer price index point changes between June 1 and July 2 were as follows: Toronto +0·6 to 118·8; Ottawa +0·3 to 116·4; Montreal +0·2 to 117·2; Winnipeg +0·2 to 115·5; St. John's +0·1 to 102·6†; Halifax —0·1 to 113·8; Vancouver —0·1 to 117·0. Saint John, Saskatoon-Regina and Edmonton-Calgary remained unchanged at 116·2, 114·1 and 114·8 respectively.

## Wholesale Prices, July 1954

Wholesale prices continued to decline in July, the general index (on the base 1935-39=100) easing 0·2 per cent from 217·8 in June to 217·4, the lowest level since August 1950, when the index registered 215·7 in the earlier stages of the price rise initiated by the Korean War. The index has reflected gradual but almost unbroken decline since the start of the year.

Contributing to the July decline were animal products, textile products and non-ferrous metals. On the other hand, advances were recorded for vegetable products, wood products, non-metallic minerals and chemical products. No change was registered for iron and products.

The largest group change occurred in animal products, which moved down 2·1 per cent from 245·0 to 239·9. Lower prices for livestock, cured meats, fresh meats and fowl combined with lesser declines for lard, tallow and raw furs to overbalance increases in eggs, fishery products, butter and hides.

Textile products receded 1 per cent to 231·2, responding to price decreases in miscellaneous fibre products, raw wool, worsted and wool cloth and cotton fabrics. Raw cotton was the only textile sub-group to register an increase. In the non-ferrous metals group, decreases in copper, lead,

* *See* Tables F-1 to F-6 at back of book.

†On base 1951=100.

silver, gold and antimony outweighed advances in zinc and tin ingots to move the index 0·3 per cent to 167·8.

Vegetable products advanced 1·2 per cent to 196·6 in July under impetus from sharp seasonal increases in potato prices and lesser increases in cocoa beans, coffee beans, raw rubber, imported fresh fruits, vegetable shortening and onions. Lower wheat prices accounted for a decrease in grains, while livestock feeds, sugar and products, and canned vegetables also moved lower. Wood products rose 0·3 per cent to 287·4 as higher prices for British Columbia fir and cedar lumber, cedar shingles and Maritime spruce lumber more than offset declines in newsprint and wood pulp which reflected lower Canadian values for the United States dollar.

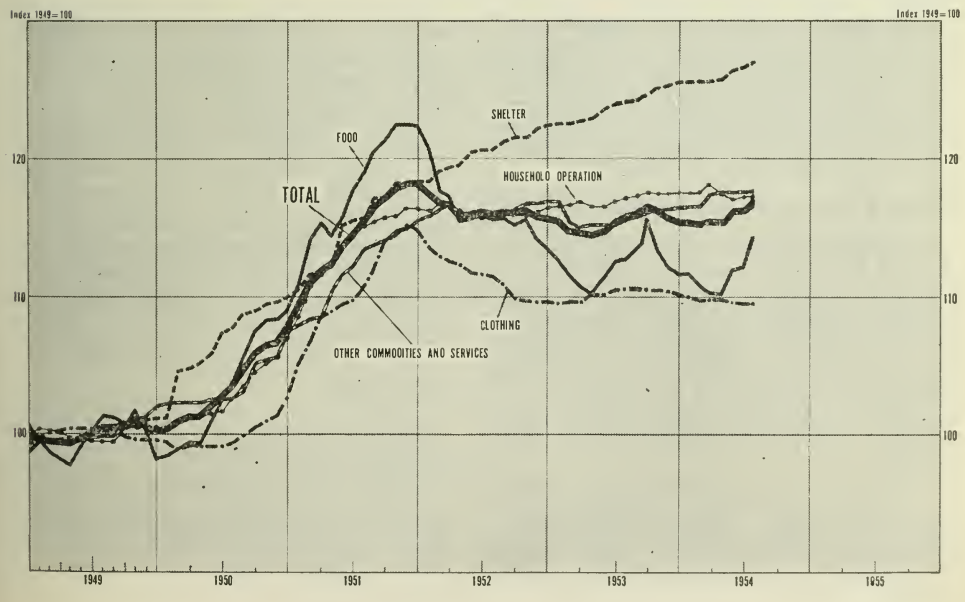
Increases in English pottery and Welsh anthracite coal prices were sufficient to outweigh declines in imported crude oil and crude sulphur prices in the non-metallics group in July, netting an increase of 0·1 per cent to move the index to 176·4. Higher prices for caustic soda and shellac advanced the chemicals index 0·1 per cent to 176·7.

Opposite tendencies in certain hardware items held the index for the iron and steel group to 211·8.

The index of Canadian farm product prices at terminal markets rose 2·3 per cent to 214·4 in July. The field products group was responsible for the increase, advancing 9·7 per cent to 166·6 as the seasonal upswing in potato prices was reinforced by higher prices for all grains except Ontario wheat, which registered lower. Animal product prices dropped 1·9 per cent, the July index registering 262·1. This was entirely due to decreases in calves, hogs, lambs and fowl, which proved more influential than gains in steers, eggs, cheese milk, and western butterfat.

The index of residential building material prices increased 0·3 per cent to 278·2 in July, lumber accounting for most of the advance. Increases were registered for fir timber, spruce and cedar lumber, cedar shingles and shellac, while a decline in hot water heaters lowered the plumbing and heating equipment index. Non-residential building material prices showed no change in July, the index remaining at the June level of 121·2. Increases in spruce, pine and fir lumber and bricks balanced a decrease in plumbing and heating equipment.

## CONSUMER PRICE INDEX FROM JANUARY 1949



# Strikes and Lockouts

## Canada, July 1954*

Fewer workers were involved and less time was lost in industrial disputes resulting in work stoppages during July than in the previous month or in July 1953. About 70 per cent of the idleness in July was caused by stoppages involving beverage room employees in four Alberta cities; refrigerator factory workers at London, Ont.; bakery and confectionery workers at Vancouver and Nanaimo, B.C.; and base metal miners at Riondel, B.C.

The issue of increased wages and related causes was a factor in 15 of the 29 stoppages during July. Of the other disputes, five arose over reduced hours, six over dismissals or suspensions, two over causes affecting working conditions and one over union questions.

Preliminary figures for July 1954 show a total of 29 stoppages in existence during the month, involving 6,607 workers, with a time loss of 54,111 man-days, compared with 31 stoppages during June 1954, with 10,157 workers involved and a loss of 86,085 days. In July 1953 there were 32 stoppages, involving 7,399 workers and a loss of 73,898 days.

For the first seven months of 1954 preliminary figures show a total of 109 strikes and lockouts, involving 29,660 workers, with a time loss of 419,081 man-days. In the same period in 1953 there were 102 strikes and lockouts, with 24,119 workers involved and a loss of 284,300 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in July 1954 was 0·07 per cent of the estimated working time; June 1954, 0·10 per cent; July 1953, 0·09 per cent; the first seven months of 1954, 0·07 per cent; and the first seven months of 1953, 0·05 per cent.

Of the 29 stoppages during July, two were settled in favour of the workers; nine in favour of the employers; four were compromise settlements; and two were indefinite in result, work being resumed pending final settlement. At the end of the month 12 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; and garage workers at Saint John, N.B., on February 9, 1953.)

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in May 1954 was 187 and 14 were still in progress from the previous month, making a total of 201 during the month. In all stoppages of work in progress 28,200 workers were involved and a time loss of 112,000 days caused.

Of the 187 disputes leading to stoppages of work which began in May, nine, directly involving, 1,300 workers, arose over demands for advances in wages, and 80, directly involving 8,900 workers, over other wage questions; six, directly involving 800 workers, over questions as to working hours; 27, directly involving 4,900 workers, over questions respecting the employment of particular classes or persons; 64, directly involving 7,000 workers, over other questions respecting working arrangements; and one, directly involving 1,400 workers, was in support of workers involved in another dispute.

### New Zealand

The New Zealand *Monthly Abstract of Statistics* for May 1954 reported a total of 17 work stoppages resulting from industrial disputes during the first quarter of 1954, involving 5,587 workers, with a time loss of 9,011 working days.

*See Tables G-1 and G-2 at back of book.

### United States

Preliminary figures for June 1954 show 350 work stoppages resulting from labour-management disputes beginning in the month, in which 180,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,200,000 man-days. Corresponding figures for May 1954 were 350 stoppages involving 180,000 workers and a loss of 1,750,000 days.

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# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the p blishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 73.

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4. **Reilly, William John.** *The Law of Intelligent Action applied in Business Relations.* New York, Harper, c1945. Pp. 125.

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5. **Bank of Japan. Economic Research Department.** *Outline of the Financial System in Japan.* Tokyo, 1953. Pp. 23.

6. **Hussey, Miriam.** *Foundry Activity as a Business Barometer; the Record: 1928-1944.* Philadelphia, 1950. Pp. 30.

7. **India. National Income Committee.** *Final Report.* February 1954. New Delhi, Dept. of Economic Affairs, Ministry of Finance, Government of India, 1954. Pp. 173.

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22. **Kerr, Clark.** *Industrial Peace and the Collective Bargaining Environment.* Berkeley, 1954. Pp. 47-62.

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# A—Labour Force

## TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

| — | Week Ended June 19, 1954 | | | Week Ended May 22, 1954 | | |
|---|---|---|---|---|---|---|
| | Total | Males | Females | Total | Males | Females |
| Total civilian non-institutional population | 10,240 | 5,097 | 5,143 | 10,234 | 5,096 | 5,138 |
| A. Civilian labour force | 5,462 | 4,252 | 1,210 | 5,392 | 4,202 | 1,190 |
| Persons at work | 5,171 | 4,011 | 1,160 | 5,080 | 3,933 | 1,147 |
| 35 hours or more | 4,826 | 3,836 | 990 | 4,729 | 3,754 | 975 |
| Less than 35 hours | 345 | 175 | 170 | 351 | 179 | 172 |
| Usually work 35 hours or more | 136 | 105 | 31 | 128 | 97 | 31 |
| (a) laid off for part of the week | 10 | * | * | * | * | * |
| (b) on short time | 44 | 32 | 12 | 44 | 31 | 13 |
| (c) lost job during the week | * | * | * | * | * | * |
| (d) found job during the week | * | * | * | * | * | * |
| (e) bad weather | 17 | 16 | * | 16 | 15 | * |
| (f) illness | 22 | 17 | * | 23 | 17 | * |
| (g) industrial dispute | * | * | * | * | * | * |
| (h) vacation | 12 | * | * | * | * | * |
| (i) other | 18 | 14 | * | 17 | 13 | * |
| Usually work less than 35 hours | 209 | 70 | 139 | 223 | 82 | 141 |
| Persons with jobs not at work | 106 | 81 | 25 | 95 | 76 | 19 |
| Usually work 35 hours or more | 103 | 79 | 24 | 92 | 74 | 18 |
| (a) laid off for full week | * | * | * | 10 | * | * |
| (b) bad weather | * | * | * | * | * | * |
| (c) illness | 44 | 35 | * | 44 | 36 | * |
| (d) industrial dispute | * | * | * | * | * | * |
| (e) vacation | 41 | 29 | 12 | 28 | 21 | * |
| (f) other | * | * | * | * | * | * |
| Usually work less than 35 hours | * | * | * | * | * | * |
| Persons without jobs and seeking work (1) | 185 | 160 | 25 | 217 | 193 | 24 |
| B. Persons not in the labour force | 4,778 | 845 | 3,933 | 4,842 | 894 | 3,948 |
| (a) permanently unable or too old to work | 179 | 113 | 66 | 177 | 112 | 65 |
| (b) keeping house | 3,416 | * | 3,414 | 3,412 | * | 3,410 |
| (c) going to school | 587 | 292 | 295 | 676 | 342 | 334 |
| (d) retired or voluntarily idle | 578 | 428 | 150 | 561 | 429 | 132 |
| (e) other | 18 | 10 | * | 16 | * | * |

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

## TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

| — | Week Ended June 19, 1954 | | | Week Ended May 22, 1954 | | |
|---|---|---|---|---|---|---|
| | Total | Seeking Full-Time Work | Seeking Part-Time Work | Total | Seeking Full-Time Work | Seeking Part-Time Work |
| Total looking for work | 208 | 193 | 15 | 235 | 219 | 16 |
| Without jobs | 185 | 172 | 13 | 217 | 204 | 13 |
| Under 1 month | 67 | — | — | 53 | — | — |
| 1— 3 months | 52 | — | — | 70 | — | — |
| 4— 6 months | 33 | — | — | 61 | — | — |
| 7—12 months | 27 | — | — | 27 | — | — |
| 13—18 months | * | — | — | * | — | — |
| 19—and over | * | — | — | * | — | — |
| Worked | 23 | 21 | * | 18 | 15 | * |
| 1—14 hours | * | * | * | * | * | * |
| 15—34 hours | 16 | 15 | * | 14 | 12 | * |

* Less than 10,000.

## TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED JUNE 19, 1954

(Estimates in thousands)

| — | Canada | Nfld. | P.E.I. N.S. N.B. | Que. | Ont. | Man. Sask. Alta. | B.C. |
|---|---|---|---|---|---|---|---|
| *The Labour Force* | | | | | | | |
| Both Sexes | 5,462 | 108 | 411 | 1,530 | 2,010 | 968 | 435 |
| Agricultural | 902 | * | 56 | 215 | 255 | 357 | 18 |
| Non-Agricultural | 4,560 | 107 | 355 | 1,315 | 1,755 | 611 | 417 |
| Males | 4,252 | 90 | 332 | 1,196 | 1,517 | 779 | 338 |
| Agricultural | 860 | * | 54 | 211 | 235 | 343 | 16 |
| Non-Agricultural | 3,392 | 89 | 278 | 985 | 1,282 | 436 | 322 |
| Females | 1,210 | 18 | 79 | 334 | 493 | 189 | 97 |
| Agricultural | 42 | * | * | * | 20 | 14 | * |
| Non-Agricultural | 1,168 | 18 | 77 | 330 | 473 | 175 | 95 |
| All ages | 5,462 | 108 | 411 | 1,530 | 2,010 | 968 | 435 |
| 14—19 years | 552 | 15 | 45 | 189 | 186 | 85 | 32 |
| 20—24 years | 731 | 18 | 51 | 236 | 249 | 131 | 46 |
| 25—44 years | 2,511 | 48 | 184 | 706 | 917 | 445 | 211 |
| 45—64 years | 1,453 | 23 | 109 | 358 | 568 | 267 | 128 |
| 65 years and over | 215 | * | 22 | 41 | 90 | 40 | 18 |
| *Persons with Jobs* | | | | | | | |
| All status groups | 5,277 | 104 | 391 | 1,462 | 1,950 | 950 | 420 |
| Males | 4,092 | 87 | 313 | 1,136 | 1,467 | 764 | 325 |
| Females | 1,185 | 17 | 78 | 326 | 483 | 186 | 95 |
| Agricultural | 897 | * | 54 | 213 | 255 | 356 | 18 |
| Non-Agricultural | 4,380 | 103 | 337 | 1,249 | 1,695 | 594 | 402 |
| Paid workers | 3,976 | 87 | 290 | 1,128 | 1,572 | 545 | 354 |
| Males | 2,908 | 72 | 223 | 827 | 1,136 | 381 | 269 |
| Females | 1,068 | 15 | 67 | 301 | 436 | 164 | 85 |
| *Persons Without Jobs and Seeking Work* | | | | | | | |
| Both Sexes | 185 | * | 20 | 68 | 60 | 18 | 15 |
| *Persons not in the Labour Force* | | | | | | | |
| Both Sexes | 4,778 | 133 | 445 | 1,339 | 1,546 | 870 | 445 |
| Males | 845 | 33 | 86 | 216 | 243 | 165 | 102 |
| Females | 3,933 | 100 | 359 | 1,123 | 1,303 | 705 | 343 |

* Less than 10,000.

## TABLE A-4.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Period | Atlantic | Quebec | Ontario | Prairies | B.C. Yukon N.W.T. | Canada Total | Adult Males |
|---|---|---|---|---|---|---|---|
| 1949—Total | 2,777 | 18,005 | 48,607 | 17,904 | 7,924 | 95,217 | 39,044 |
| 1950—Total | 2,198 | 13,575 | 39,041 | 12,975 | 6,123 | 73,912 | 30,700 |
| 1951—Total | 3,928 | 46,033 | 104,842 | 25,165 | 14,423 | 194,391 | 95,818 |
| 1952—Total | 4,531 | 35,318 | 86,059 | 23,560 | 15,030 | 164,498 | 66,083 |
| 1953—Total | 4,049 | 34,294 | 90,120 | 27,208 | 13,197 | 168,868 | 68,269 |
| 1953—January-June | 2,369 | 14,679 | 40,769 | 14,093 | 6,426 | 78,336 | 32,300 |
| 1954—January-June | 1,959 | 15,412 | 47,101 | 14,702 | 6,591 | 85,765 | 37,924 |

## TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Period | Managerial and Professional | Clerical | Transportation and Communication | Commercial and Financial | Service | Agriculture | Fishing, Trapping, Logging and Mining | Manufacturing, Mechanical and Construction | Labourers | Others | Total Workers |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1951—Total | 4,001 | 5,317 | ..... | ..... | ..... | 25,890 | ..... | ..... | ..... | 5,402 | 114,786 |
| 1952—Total | 7,054 | 6,900 | ..... | ..... | ..... | 16,971 | ..... | ..... | ..... | 1,526 | 85,029 |
| 1953—Total | 10,021 | 6,339 | 1,855 | 3,185 | 13,766 | 17,250 | 879 | 26,492 | 10,380 | 966 | 91,133 |
| 1953—January-June | 4,672 | 2,998 | 922 | 1,602 | 5,564 | 10,346 | 380 | 11,995 | 3,352 | 472 | 42,303 |
| 1954—January-June | 4,970 | 3,704 | 1,206 | 1,608 | 6,432 | 7,820 | 474 | 15,077 | 6,740 | 414 | 48,445 |

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

# B—Labour Income

## TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

| — | Agriculture, Forestry, Fishing, Trapping, Mining | Manufacturing | Construction | Utilities, Transportation, Communication, Storage, Trade | Finance, Services, (including, Government) | Supplementary Labour Income | Total |
|---|---|---|---|---|---|---|---|
| 1943—Average | 32 | 168 | 21 | 86 | 78 | 14 | 399 |
| 1944—Average | 33 | 171 | 17 | 95 | 83 | 13 | 412 |
| 1945—Average | 35 | 156 | 19 | 100 | 90 | 13 | 413 |
| 1946—Average | 41 | 147 | 25 | 114 | 103 | 14 | 444 |
| 1947—Average | 42 | 177 | 34 | 134 | 114 | 17 | 518 |
| 1948—Average | 49 | 203 | 41 | 154 | 131 | 19 | 597 |
| †1949—Average | 49 | 214 | 47 | 169 | 147 | 21 | 647 |
| 1950—Average | 55 | 231 | 47 | 180 | 156 | 24 | 693 |
| 1951—Average | 72 | 272 | 52 | 208 | 178 | 28 | 810 |
| 1952—Average | 76 | 302 | 62 | 230 | 199 | 32 | 901 |
| 1953—Average | 73 | 330 | 70 | 250 | 215 | 34 | 972 |
| 1951—December | 83 | 289 | 50 | 223 | 188 | 29 | 862 |
| 1952—January | 80 | 282 | 48 | 215 | 188 | 31 | 844 |
| February | 82 | 287 | 47 | 216 | 193 | 30 | 755 |
| March | 75 | 293 | 48 | 217 | 193 | 31 | 857 |
| April | 64 | 293 | 53 | 222 | 194 | 31 | 857 |
| May | 70 | 295 | 59 | 227 | 198 | 31 | 880 |
| June | 72 | 295 | 61 | 231 | 202 | 31 | 892 |
| July | 72 | 297 | 70 | 234 | 198 | 32 | 903 |
| August | 78 | 308 | 75 | 234 | 198 | 32 | 925 |
| September | 80 | 315 | 74 | 236 | 203 | 33 | 941 |
| October | 83 | 317 | 78 | 238 | 205 | 34 | 955 |
| November | 84 | 321 | 75 | 242 | 206 | 33 | 961 |
| December | 78 | 325 | 62 | 244 | 205 | 34 | 948 |
| 1953—January | 72 | 321 | 58 | 246* | 203 | 34 | 934 |
| February | 70 | 326 | 55 | 234 | 205 | 33 | 923 |
| March | 62 | 328 | 57 | 234 | 210 | 33 | 924 |
| April | 60 | 328 | 63 | 251* | 210 | 34 | 946 |
| May | 69 | 331 | 72 | 246 | 214 | 34 | 966 |
| June | 75 | 333 | 72 | 251 | 216 | 34 | 981 |
| July | 77 | 330 | 76 | 253 | 212 | 35 | 983 |
| August | 80 | 334 | 81 | 253 | 212 | 34 | 994 |
| September | 80 | 337 | 82 | 256 | 224 | 35 | 1,014 |
| October | 78 | 333 | 83 | 257 | 226 | 35 | 1,012 |
| November | 77 | 328 | 76 | 256 | 224 | 35 | 996 |
| December | 71 | 333 | 69 | 255 | 225 | 35 | 988 |
| 1954—January | 65 | 322 | 56 | 245 | 223 | 34 | 945 |
| February | 66 | 325 | 54 | 247 | 225 | 33 | 950 |
| March | 62 | 323 | 54 | 245 | 226 | 33 | 943 |
| April | 59 | 322 | 59 | 251 | 229 | 34 | 954 |
| May | 69 | 320 | 67 | 253 | 232 | 34 | 975 |

† Includes Newfoundland, since 1949. *Includes retroactive wage payment to railway employees.

# C—Employment, Hours and Earnings

## TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

**Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At June, employers in the principal non-agricultural industries reported a total employment of 2,451,159**

| Year and Month | Canada | Newfoundland | Prince Edward Island | Nova Scotia | New Brunswick | Quebec | Ontario | Manitoba | Saskatchewan | Alberta | British Columbia |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1947—Average | 95·7 | ..... | 93·3 | 92·1 | 104·3 | 97·8 | 94·7 | 93·6 | 97·2 | 88·1 | 97·1 |
| 1948—Average | 99·7 | ..... | 102·6 | 99·6 | 105·2 | 101·2 | 98·9 | 97·2 | 99·5 | 93·7 | 101·3 |
| 1949—Average | 100·0 | ..... | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 |
| 1950—Average | 101·5 | ..... | 110·3 | 95·6 | 102·6 | 100·5 | 102·7 | 100·8 | 100·8 | 104·5 | 100·8 |
| 1951—Average | 108·8 | 111·7 | 112·6 | 100·3 | 109·0 | 109·2 | 110·4 | 103·9 | 106·0 | 112·4 | 106·1 |
| 1952—Average | 111·6 | 130·2 | 123·2 | 104·0 | 109·5 | 113·4 | 112·0 | 106·0 | 111·4 | 120·8 | 106·7 |
| 1953—Average | 113·4 | 140·9 | 116·4 | 101·2 | 101·4 | 112·8 | 114·7 | 107·2 | 116·0 | 128·5 | 108·4 |
| June 1, 1952 | 110·3 | 129·8 | 122·1 | 101·7 | 105·4 | 110·8 | 110·7 | 105·9 | 113·5 | 118·7 | 108·8 |
| Jan. 1, 1953 | 113·0 | 132·4 | 116·7 | 99·3 | 107·8 | 113·8 | 114·5 | 106·7 | 113·5 | 125·7 | 106·4 |
| Feb. 1, 1953 | 110·3 | 125·8 | 110·8 | 101·0 | 100·6 | 110·6 | 113·1 | 104·0 | 106·2 | 121·6 | 101·0 |
| Mar. 1, 1953 | 110·0 | 117·8 | 103·7 | 97·9 | 98·6 | 109·7 | 112·9 | 102·5 | 105·7 | 122·7 | 102·1 |
| Apr. 1, 1953 | 110·0 | 122·4 | 104·0 | 96·9 | 96·6 | 108·3 | 113·2 | 102·9 | 105·7 | 121·6 | 104·6 |
| May 1, 1953 | 110·9 | 133·6 | 108·3 | 97·4 | 94·8 | 109·1 | 113·4 | 104·8 | 109·2 | 123·6 | 106·5 |
| June 1, 1953 | 112·4 | 144·1 | 118·8 | 100·7 | 99·6 | 111·8 | 113·7 | 106·7 | 115·1 | 127·7 | 108·1 |
| July 1, 1953 | 114·9 | 154·7 | 119·6 | 103·9 | 100·4 | 113·7 | 115·7 | 109·3 | 119·7 | 131·3 | 111·6 |
| Aug. 1, 1953 | 115·6 | 156·6 | 124·6 | 104·2 | 105·4 | 114·0 | 115·4 | 110·5 | 123·3 | 135·2 | 114·2 |
| Sept. 1, 1953 | 116·6 | 156·0 | 124·7 | 104·0 | 107·1 | 115·6 | 116·5 | 111·1 | 123·3 | 135·6 | 114·7 |
| Oct. 1, 1953 | 116·9 | 157·4 | 119·8 | 104·7 | 102·2 | 116·2 | 117·1 | 110·5 | 123·9 | 135·0 | 114·6 |
| Nov. 1, 1953 | 115·9 | 149·8 | 125·2 | 103·9 | 101·9 | 116·3 | 116·3 | 108·7 | 124·1 | 132·4 | 110·2 |
| Dec. 1, 1953 | 114·1 | 141·2 | 121·1 | 100·2 | 102·3 | 114·6 | 114·8 | 108·8 | 122·7 | 130·1 | 107·1 |
| Jan. 1, 1954 | 109·9 | 125·4 | 105·8 | 97·5 | 99·7 | 108·7 | 112·3 | 104·7 | 115·9 | 124·7 | 103·2 |
| Feb. 1, 1954 | 107·0 | 113·4 | 96·0 | 95·4 | 97·6 | 105·7 | 110·8 | 100·9 | 109·5 | 118·3 | 97·5 |
| Mar. 1, 1954 | 106·6 | 112·3 | 102·4 | 95·2 | 96·8 | 105·2 | 110·2 | 99·6 | 108·7 | 119·4 | 98·5 |
| Apr. 1, 1954 | 105·6 | 113·1 | 93·4 | 93·3 | 91·3 | 103·5 | 109·0 | 99·9 | 107·4 | 118·6 | 101·8 |
| May 1, 1954 | 106·2 | 117·9 | 97·6 | 92·8 | 90·2 | 104·5 | 109·0 | 100·4 | 110·0 | 119·0 | 103·2 |
| June 1, 1954 | 108·9 | 125·1 | 111·0 | 95·9 | 94·9 | 107·6 | 110·7 | 102·9 | 116·7 | 124·6 | 105·9 |
| Percentage Distribution of Employees of Reporting Establishments at June 1, 1954 | 100·0 | 1·5 | 0·2 | 3·3 | 2·3 | 28·3 | 42·7 | 5·1 | 2·5 | 5·1 | 9·0 |

NOTE:—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

## TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

| Year and Month | Industrial Composite[1] | | | | Manufacturing | | | |
|---|---|---|---|---|---|---|---|---|
| | Index Numbers | | | | Index Numbers | | | |
| | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | Average Weekly Wages and Salaries | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | Average Weekly Wages and Salaries |
| | | | | $ | | | | $ |
| 1947—Average | 95·7 | 80·7 | 84·2 | 36.19 | 97·2 | 80·4 | 92·6 | 36.34 |
| 1948—Average | 99·7 | 93·2 | 93·2 | 40.06 | 100·1 | 92·6 | 92·5 | 40.67 |
| 1949—Average | 100·0 | 100·0 | 100·0 | 42.96 | 100·0 | 100·0 | 100·0 | 43.97 |
| 1950—Average | 101·5 | 106·0 | 104·4 | 44.84 | 100·9 | 106·2 | 105·1 | 46.21 |
| 1951—Average | 108·8 | 125·6 | 115·5 | 49.61 | 108·0 | 126·1 | 116·6 | 51.25 |
| 1952—Average | 111·6 | 139·7 | 126·0 | 54.13 | 109·3 | 140·3 | 127·6 | 56.11 |
| 1953—Average | 113·4 | 151·5 | 133·4 | 57.30 | 113·3 | 152·4 | 134·2 | 59.01 |
| June 1, 1952 | 110·3 | 138·4 | 125·9 | 54.08 | 108·5 | 138·6 | 127·6 | 56.09 |
| Jan. 1, 1953 | 113·0 | 141·6 | 125·3 | 53.81 | 111·4 | 139·1 | 124·9 | 54.92 |
| Feb. 1, 1953 | 110·3 | 145·6 | 132·0 | 56.72 | 111·9 | 149·7 | 133·8 | 58.82 |
| Mar. 1, 1953 | 110·0 | 147·0 | 133·6 | 57.40 | 112·7 | 151·9 | 134·8 | 59.25 |
| Apr. 1, 1953 | 110·0 | 146·7 | 133·4 | 57.33 | 112·9 | 152·6 | 135·2 | 59.43 |
| May 1, 1953 | 110·9 | 148·2 | 133·9 | 57.52 | 113·1 | 152·9 | 135·2 | 59.43 |
| June 1, 1953 | 112·4 | 151·5 | 134·4 | 57.72 | 113·4 | 154·0 | 135·2 | 59.43 |
| July 1, 1953 | 114·9 | 154·4 | 134·0 | 57.57 | 114·7 | 155·0 | 134·5 | 59.16 |
| Aug. 1, 1953 | 115·6 | 155·3 | 133·9 | 57.52 | 114·4 | 153·9 | 134·0 | 58.93 |
| Sept. 1, 1953 | 116·6 | 157·0 | 134·1 | 57.61 | 115·6 | 155·4 | 133·8 | 58.83 |
| Oct. 1, 1953 | 116·9 | 158·7 | 135·3 | 58.11 | 115·2 | 157·1 | 135·8 | 59.69 |
| Nov. 1, 1953 | 115·9 | 157·4 | 135·3 | 58.14 | 113·1 | 155·0 | 136·4 | 59.98 |
| Dec. 1, 1953 | 114·1 | 154·9 | 135·3 | 58.13 | 110·9 | 152·8 | 137·1 | 60.29 |
| Jan. 1, 1954 | 109·9 | 145·3 | 131·7 | 56.56 | 108·0 | 143·7 | 132·5 | 58.24 |
| Feb. 1, 1954 | 107·0 | 146·2 | 136·1 | 58.47 | 108·3 | 150·0 | 137·8 | 60.60 |
| Mar. 1, 1954 | 106·6 | 147·6 | 137·8 | 59.22 | 108·3 | 151·2 | 139·0 | 61.13 |
| Apr. 1, 1954 | 105·6 | 145·7 | 137·5 | 59.06 | 107·9 | 150·8 | 139·2 | 61.19 |
| May 1, 1954 | 106·2 | 146·8 | 137·7 | 59.15 | 107·3 | 150·3 | 139·4 | 61.30 |
| June 1, 1954 | 108·9 | 148·7 | 136·0 | 58.43 | 107·7 | 149·1 | 137·8 | 60.57 |

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

## TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

| Area and Industry | Index Numbers (1949 = 100) | | | | | | Average Weekly Wages and Salaries, in Dollars | | |
|---|---|---|---|---|---|---|---|---|---|
| | Employment | | | Payrolls | | | | | |
| | June 1 1954 | May 1 1954 | June 1 1953 | June 1 1954 | May 1 1954 | June 1 1953 | June 1 1954 | May 1 1954 | June 1 1953 |
| (a) Provinces | | | | | | | | | |
| Newfoundland | 125·1 | 117·9 | 144·1 | 183·7 | 167·1 | 222·4 | 55.10 | 53.22 | 58.37 |
| Prince Edward Island | 111·0 | 97·6 | 118·8 | 148·7 | 132·8 | 160·6 | 45.16 | 45.84 | 45.57 |
| Nova Scotia | 95·9 | 92·8 | 100·7 | 125·8 | 124·8 | 130·1 | 49.11 | 50.33 | 48.31 |
| New Brunswick | 94·9 | 90·2 | 99·6 | 124·3 | 120·5 | 127·8 | 49.55 | 50.54 | 48.55 |
| Quebec | 107·6 | 104·5 | 111·8 | 145·7 | 144·1 | 148·9 | 55.62 | 56.63 | 51.72 |
| Ontario | 110·7 | 109·0 | 113·7 | 151·7 | 151·1 | 153·5 | 60.66 | 61.40 | 59.78 |
| Manitoba | 102·9 | 100·4 | 106·7 | 135·0 | 132·2 | 138·6 | 55.83 | 56.02 | 55.37 |
| Saskatchewan | 116·7 | 110·0 | 115·1 | 156·6 | 147·4 | 152·4 | 55.59 | 55.49 | 54.88 |
| Alberta | 124·6 | 119·0 | 127·7 | 166·1 | 160·4 | 169·3 | 59.18 | 59.82 | 59.83 |
| British Columbia | 105·9 | 103·2 | 108·1 | 151·0 | 147·6 | 152·7 | 65.07 | 65.24 | 64.55 |
| **CANADA** | **108·9** | **106·2** | **112·4** | **148·7** | **146·8** | **151·5** | **58.43** | **59.15** | **57.72** |
| (b) Metropolitan Areas | | | | | | | | | |
| St. John's | 110·3 | 106·7 | 116·1 | 151·7 | 143·1 | 154·2 | 44.33 | 43.25 | 42.78 |
| Sydney | 91·9 | 90·9 | 104·0 | 116·7 | 115·3 | 129·4 | 59.63 | 59.52 | 58.38 |
| Halifax | 109·0 | 109·8 | 110·0 | 145·1 | 149·0 | 143·5 | 47.37 | 48.29 | 46.44 |
| Saint John | 93·9 | 98·7 | 96·6 | 119·7 | 131·6 | 122·4 | 45.73 | 47.83 | 45.67 |
| Quebec | 111·4 | 109·7 | 110·5 | 152·0 | 152·0 | 145·9 | 48.44 | 49.16 | 46.87 |
| Sherbrooke | 96·6 | 96·5 | 106·3 | 123·4 | 127·3 | 139·8 | 46.08 | 47.53 | 47.52 |
| Three Rivers | 102·1 | 100·8 | 103·7 | 137·6 | 135·3 | 133·2 | 55.37 | 55.18 | 52.81 |
| Drummondville | 66·4 | 68·6 | 87·7 | 88·2 | 92·3 | 116·8 | 51.56 | 52.27 | 51.76 |
| Montreal | 110·7 | 110·9 | 113·9 | 150·0 | 152·6 | 151·8 | 56.57 | 57.45 | 55.82 |
| Ottawa—Hull | 110·0 | 106·5 | 109·0 | 150·5 | 146·4 | 143·8 | 53.70 | 53.97 | 51.88 |
| Peterborough | 98·1 | 98·8 | 94·3 | 135·6 | 138·7 | 128·2 | 61.93 | 62.90 | 60.92 |
| Oshawa | 155·4 | 155·9 | 166·0 | 192·2 | 201·7 | 217·4 | 62.98 | 65.86 | 66.68 |
| Niagara Falls | 146·1 | 145·5 | 164·9 | 211·1 | 224·4 | 248·6 | 65.89 | 70.35 | 68.74 |
| St. Catharines | 109·8 | 109·9 | 123·0 | 148·8 | 150·5 | 167·3 | 66.64 | 67.38 | 66.97 |
| Toronto | 120·1 | 119·4 | 118·7 | 168·0 | 168·3 | 159·6 | 61.90 | 62.37 | 59.97 |
| Hamilton | 104·3 | 103·7 | 111·7 | 141·8 | 142·6 | 147·8 | 63.03 | 63.82 | 61.91 |
| Brantford | 81·8 | 82·9 | 89·1 | 111·0 | 112·2 | 116·9 | 59.50 | 59.34 | 57.49 |
| Galt | 98·2 | 98·3 | 110·1 | 134·3 | 134·3 | 150·8 | 53.74 | 53.73 | 53.85 |
| Kitchener | 103·6 | 104·1 | 107·7 | 143·4 | 143·1 | 146·8 | 56.29 | 55.93 | 55.53 |
| Sudbury | 133·3 | 132·0 | 133·1 | 180·6 | 178·6 | 180·6 | 72.48 | 72.42 | 72.66 |
| London | 111·0 | 111·3 | 115·7 | 152·3 | 153·1 | 157·1 | 55.63 | 55.83 | 55.13 |
| Sarnia | 122·4 | 122·3 | 120·5 | 180·4 | 187·2 | 173·1 | 71.63 | 74.45 | 69.98 |
| Windsor | 96·8 | 101·4 | 114·3 | 126·0 | 138·6 | 156·1 | 65.63 | 68.93 | 68.86 |
| Sault Ste. Marie | 107·8 | 103·8 | 142·4 | 145·1 | 134·8 | 190·3 | 68.65 | 66.22 | 68.34 |
| Ft. William—Pt. Arthur | 105·3 | 102·7 | 121·8 | 141·2 | 136·7 | 167·6 | 60.15 | 59.78 | 62.07 |
| Winnipeg | 101·8 | 100·8 | 103·2 | 136·7 | 135·0 | 135·3 | 53.32 | 53.14 | 51.83 |
| Regina | 120·1 | 116·1 | 107·7 | 168·3 | 160·4 | 141·6 | 53.57 | 52.80 | 50.23 |
| Saskatoon | 122·8 | 116·6 | 115·3 | 171·4 | 161·6 | 154·1 | 52.08 | 51.72 | 49.85 |
| Edmonton | 141·3 | 136·2 | 147·6 | 193·2 | 188·1 | 218·0 | 55.68 | 56.25 | 60.21 |
| Calgary | 130·0 | 124·4 | 125·9 | 179·0 | 171·2 | 167·1 | 57.89 | 57.87 | 55.89 |
| Vancouver | 101·6 | 100·7 | 101·3 | 141·9 | 141·7 | 136·9 | 61.17 | 61.62 | 59.23 |
| Victoria | 108·2 | 105·7 | 109·2 | 151·3 | 147·0 | 149·4 | 58.20 | 57.90 | 57.00 |
| (c) Industries | | | | | | | | | |
| Forestry (chiefly logging) | 76·8 | 50·8 | 83·7 | 109·7 | 79·1 | 119·1 | 57.05 | 62.23 | 56.75 |
| Mining | 108·5 | 106·7 | 112·1 | 148·7 | 145·3 | 150·3 | 70.42 | 70.00 | 68.87 |
| Manufacturing | 107·7 | 107·3 | 113·4 | 149·1 | 150·3 | 154·0 | 60.57 | 61.30 | 59.43 |
| Durable Goods [1] | 116·6 | 116·7 | 125·4 | 160·0 | 163·0 | 170·7 | 64.43 | 65.60 | 63.95 |
| Non-Durable Goods | 100·0 | 99·1 | 103·0 | 138·3 | 137·7 | 137·4 | 56.68 | 56.92 | 54.68 |
| Construction | 109·8 | 98·2 | 119·0 | 156·8 | 145·4 | 175·9 | 59.10 | 61.33 | 64.08 |
| Transportation, storage, communication | 108·6 | 106·2 | 112·2 | 140·3 | 138·6 | 144·5 | 62.04 | 62.70 | 61.87 |
| Public utility operation | 116·0 | 111·2 | 113·4 | 163·5 | 159·0 | 155·1 | 67.09 | 68.06 | 65.70 |
| Trade | 113·1 | 112·4 | 110·8 | 154·8 | 154·0 | 145·2 | 50.64 | 50.70 | 48.45 |
| Finance, insurance and real estate | 126·5 | 126·3 | 119·3 | 162·6 | 161·8 | 146·9 | 54.27 | 54.11 | 52.01 |
| Service [2] | 111·1 | 108·1 | 107·0 | 147·6 | 145·9 | 138·2 | 38.42 | 39.04 | 37.23 |
| Industrial composite | 108·9 | 106·2 | 112·4 | 148·7 | 146·8 | 151·5 | 58.43 | 59.15 | 57.72 |

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

**Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.**

## TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

| Year and Month | All Manufactures | | | Durable Goods | | | Non-Durable Goods | | |
|---|---|---|---|---|---|---|---|---|---|
| | Average Hours | Average Hourly Earnings | Average Weekly Wages | Average Hours | Average Hourly Earnings | Average Weekly Wages | Average Hours | Average Hourly Earnings | Average Weekly Wages |
| | No. | cts. | $ | No. | cts. | $ | No. | cts. | $ |
| 1945—Average | 44·3 | 69·4 | 30.74 | 44.7 | 76·7 | 34.28 | 43·7 | 60·7 | 26.53 |
| 1946—Average | 42·7 | 70·0 | 29.87 | 42·8 | 76·4 | 32.70 | 42·6 | 63·8 | 27.18 |
| 1947—Average | 42·5 | 80·3 | 34.13 | 42·7 | 87·2 | 37.23 | 42·3 | 73·4 | 31.05 |
| 1948—Average | 42·2 | 91·3 | 38.53 | 42·3 | 98·4 | 41.62 | 42·0 | 84·0 | 35.28 |
| 1949—Average | 42·3 | 98·6 | 41.71 | 42·5 | 106·5 | 45.26 | 42·0 | 90·6 | 38.05 |
| 1950—Average | 42·3 | 103·6 | 43.82 | 42·5 | 112·0 | 47.60 | 42·2 | 95·2 | 40.17 |
| 1951—Average | 41·8 | 116·8 | 48.82 | 42·0 | 125·8 | 52.84 | 41·7 | 107·2 | 44.70 |
| 1952—Average | 41·5 | 129·2 | 53.62 | 41·6 | 139·8 | 58.16 | 41·3 | 117·4 | 48.49 |
| 1953—Average | 41·3 | 135·8 | 56.09 | 41·6 | 147·1 | 61.19 | 40·9 | 122·9 | 50.27 |
| June 1, 1952 | 41·3 | 129·7 | 53.57 | 41·4 | 139·6 | 57.79 | 41·3 | 118·4 | 48.90 |
| *Jan. 1, 1953 | 38·3 | 134·0 | 51.32 | 38·5 | 144·5 | 55.63 | 38·2 | 121·8 | 46.53 |
| Feb. 1, 1953 | 41·9 | 134·2 | 56.23 | 41·9 | 145·7 | 61.05 | 41·8 | 120·8 | 50.49 |
| Mar. 1, 1953 | 42·1 | 134·4 | 56.58 | 42·4 | 146·3 | 62.03 | 41.7 | 120·7 | 50.33 |
| Apr. 1, 1953 | 42·1 | 134·9 | 56.79 | 42·3 | 146·7 | 62.05 | 41·8 | 121·3 | 50.70 |
| May 1, 1953 | 41·8 | 135·5 | 56.64 | 42·2 | 146·8 | 61.95 | 41·5 | 122·4 | 50.80 |
| June 1, 1953 | 41·7 | 135·9 | 56.67 | 42·1 | 146·8 | 61.80 | 41·3 | 123·1 | 50.84 |
| July 1, 1953 | 41·3 | 136·2 | 56.25 | 41·9 | 147·0 | 61.59 | 40·8 | 123·5 | 50.39 |
| Aug. 1, 1953 | 41·0 | 136·0 | 55.76 | 41·4 | 147·1 | 60.90 | 40·6 | 123·4 | 50.10 |
| Sept. 1, 1953 | 41·0 | 135·7 | 55.64 | 41·3 | 147·3 | 60.83 | 40·8 | 123·0 | 50.18 |
| Oct. 1, 1953 | 41·5 | 136·6 | 56.69 | 41·9 | 148·5 | 62.22 | 41·1 | 123·7 | 50.84 |
| Nov. 1, 1953 | 41·4 | 137·4 | 56.88 | 41·7 | 148·8 | 62.05 | 41·0 | 124·8 | 51.17 |
| Dec. 1, 1953 | 41·2 | 138·4 | 57.02 | 41·7 | 149·5 | 62.34 | 40·7 | 126·1 | 51.32 |
| *Jan. 1, 1954 | 38·5 | 140·4 | 54.05 | 39·1 | 150·1 | 58.69 | 37·8 | 129·1 | 48.80 |
| Feb. 1, 1954 | 40·7 | 140·4 | 57.14 | 40·8 | 151·4 | 61.77 | 40·6 | 127·9 | 51.93 |
| Mar. 1, 1954 | 41·1 | 140·6 | 57.79 | 41·3 | 151·6 | 62.61 | 40·8 | 128·2 | 52.31 |
| Apr. 1, 1954 | 40·9 | 141·0 | 57.67 | 41·0 | 151·7 | 62.20 | 40·7 | 129·0 | 52.50 |
| May 1, 1954 | 40·6 | 141·8 | 57.57 | 40·9 | 152·3 | 62.29 | 40·3 | 129·9 | 52.35 |
| June 1, 1954 | 39·9 | 142·3 | 56.78 | 40·0 | 152·2 | 60.88 | 39·7 | 131·3 | 52.13 |

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1.

## TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

| | Average Hours Worked | | | Average Hourly Earnings (in cents) | | |
|---|---|---|---|---|---|---|
| | June 1, 1954 | May 1, 1954 | June 1, 1953 | June 1, 1954 | May 1, 1954 | June 1, 1953 |
| Newfoundland | 42·0 | 41·9 | 41·5 | 136·3 | 134·6 | 137·3 |
| Nova Scotia | 40·4 | 41·6 | 41·0 | 123·1 | 125·4 | 120·7 |
| New Brunswick | 41·0 | 41·1 | 42·1 | 125·2 | 126·9 | 118·2 |
| Quebec | 40·4 | 41·7 | 43·0 | 129·3 | 127·9 | 121·2 |
| Ontario | 39·7 | 40·2 | 41·5 | 149·3 | 149·6 | 143·9 |
| Manitoba | 39·9 | 39·8 | 40·4 | 135·9 | 135·2 | 131·2 |
| Saskatchewan | 40·3 | 39·7 | 40·9 | 145·7 | 145·4 | 135·3 |
| Alberta | 39·9 | 39·8 | 40·5 | 146·3 | 146·4 | 140·7 |
| British Columbia | 37·7 | 38·5 | 38·5 | 170·7 | 169·3 | 164·7 |
| Montreal | 39·5 | 40·7 | 42·0 | 135·1 | 134·0 | 127·8 |
| Toronto | 39·6 | 40·1 | 41·0 | 150·3 | 149·9 | 143·7 |
| Hamilton | 39·1 | 39·7 | 40·2 | 161·1 | 160·8 | 155·9 |
| Windsor | 36·9 | 40·6 | 42·1 | 168·8 | 169·4 | 164·5 |
| Winnipeg | 39·6 | 39·5 | 40·1 | 134·5 | 133·6 | 130·0 |
| Vancouver | 37·6 | 38·1 | 38·4 | 168·5 | 166·7 | 162·1 |

## TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

| Industry | Average Hours | | | Average Hourly Earnings | | | Average Weekly Wages | | |
|---|---|---|---|---|---|---|---|---|---|
| | June 1 1954 | May 1 1954 | June 1 1953 | June 1 1954 | May 1 1954 | June 1 1953 | June 1 1954 | May 1 1954 | June 1 1953 |
| | no. | no. | no. | ¢ | ¢ | ¢ | $ | $ | $ |
| Mining | 42·6 | 42·1 | 43·1 | 156·8 | 158·0 | 153·1 | 66.80 | 66.52 | 65.99 |
| Metal mining | 44·3 | 43·7 | 45·3 | 161·4 | 162·2 | 155·9 | 71.50 | 70.88 | 70.62 |
| Gold | 46·2 | 45·7 | 46·4 | 139·4 | 139·0 | 134·0 | 64.40 | 63.52 | 62.18 |
| Other metal | 43·2 | 42·6 | 44·5 | 174·9 | 176·7 | 170·3 | 75.56 | 75.27 | 75.78 |
| Fuels | 38·8 | 38·7 | 38·9 | 152·1 | 153·5 | 152·8 | 59.01 | 59.40 | 59.44 |
| Coal | 38·1 | 37·8 | 37·3 | 146·5 | 147·5 | 149·3 | 55.82 | 55.76 | 55.69 |
| Oil and natural gas | 40·8 | 41·6 | 44·7 | 169·5 | 172·6 | 163·4 | 69.16 | 71.80 | 73.04 |
| Non-metal | 42·6 | 41·9 | 43·1 | 145·2 | 146·9 | 141·6 | 61.86 | 61.55 | 61.03 |
| Manufacturing | 39·9 | 40·6 | 41·7 | 142·3 | 141·8 | 135·9 | 56.78 | 57.57 | 56.67 |
| Food and beverages | 41·2 | 41·4 | 41·6 | 123·3 | 123·1 | 116·3 | 50.80 | 50.96 | 48.38 |
| Meat products | 41·2 | 40·2 | 40·2 | 149·7 | 150·0 | 143·1 | 61.68 | 60.30 | 57.53 |
| Canned and preserved fruits and vegetables | 38·0 | 39·2 | 37·7 | 105·7 | 108·6 | 100·5 | 40.17 | 42.57 | 37.89 |
| Grain mill products | 41·4 | 41·9 | 43·5 | 138·5 | 136·6 | 128·6 | 57.34 | 57.24 | 55.94 |
| Bread and other bakery products | 43·8 | 43·4 | 44·8 | 109·7 | 109·6 | 103·9 | 48.05 | 47.57 | 46.55 |
| Distilled and malt liquors | 39·9 | 39·8 | 42·1 | 157·0 | 155·9 | 141·6 | 62.64 | 62.05 | 59.61 |
| Tobacco and tobacco products | 40·4 | 40·6 | 42·3 | 143·1 | 141·7 | 132·3 | 57.81 | 57.53 | 55.96 |
| Rubber products | 39·4 | 39·9 | 41·9 | 148·1 | 145·7 | 143·5 | 58.55 | 58.13 | 60.13 |
| Leather products | 36·9 | 38·6 | 40·6 | 99·4 | 98·6 | 96·5 | 36.68 | 38.06 | 39.18 |
| Boots and shoes (except rubber) | 35·9 | 37·9 | 40·0 | 95·9 | 95·0 | 92·5 | 34.43 | 36.01 | 37.00 |
| Textile products (except clothing) | 39·9 | 41·1 | 41·5 | 111·6 | 110·7 | 107·8 | 44.53 | 45.50 | 44.74 |
| Cotton yarn and broad woven goods | 38·1 | 39·3 | 38·1 | 112·4 | 111·6 | 109·9 | 42.82 | 43.86 | 41.87 |
| Woollen goods | 40·3 | 41·8 | 43·8 | 104·6 | 104·3 | 101·2 | 42.15 | 43.60 | 44.33 |
| Synthetic textiles and silk | 42·6 | 43·0 | 44·7 | 117·6 | 115·7 | 111·2 | 50.10 | 49.75 | 49.71 |
| Clothing (textile and fur) | 34·3 | 36·5 | 38·5 | 98·5 | 98·5 | 94·6 | 33.79 | 35.95 | 36.42 |
| Men's clothing | 33·4 | 36·4 | 38·8 | 97·6 | 96·8 | 93·4 | 32.60 | 35.24 | 36.24 |
| Women's clothing | 33·2 | 35·6 | 35·6 | 100·6 | 102·2 | 98·8 | 33.40 | 36.38 | 35.17 |
| Knit goods | 35·9 | 37·2 | 40·1 | 100·1 | 100·6 | 95·5 | 35.94 | 37.42 | 38.30 |
| *Wood products | 40·1 | 41·0 | 42·6 | 126·3 | 126·1 | 119·9 | 50.65 | 51.70 | 51.08 |
| Saw and planing mills | 39·7 | 40·1 | 42·0 | 134·2 | 135·3 | 127·1 | 53.28 | 54.26 | 53.38 |
| Furniture | 40·5 | 42·2 | 43·4 | 115·0 | 114·3 | 109·9 | 46.58 | 48.23 | 47.70 |
| Other wood products | 41·7 | 42·7 | 43·8 | 108·2 | 106·9 | 104·3 | 45.12 | 45.65 | 45.68 |
| Paper products | 42·3 | 42·1 | 43·9 | 160·9 | 159·3 | 151·1 | 68.06 | 67.07 | 66.33 |
| Pulp and paper mills | 42·8 | 42·3 | 44·3 | 171·7 | 170·5 | 161·4 | 73.49 | 72.12 | 71.50 |
| Other paper products | 40·9 | 41·5 | 42·6 | 126·7 | 125·4 | 120·3 | 51.82 | 52.04 | 51.25 |
| Printing publishing and allied industries | 40·1 | 40·3 | 40·4 | 166·9 | 166·6 | 159·7 | 66.93 | 67.14 | 64.52 |
| *Iron and steel products | 40·3 | 40·9 | 42·9 | 157·6 | 157·5 | 153·2 | 63.51 | 64.42 | 64.34 |
| Agricultural implements | 39·6 | 39·8 | 39·4 | 166·9 | 167·0 | 162·8 | 66.09 | 66.47 | 64.14 |
| Fabricated and structural steel | 39·6 | 40·6 | 41·8 | 166·9 | 168·3 | 162·6 | 66.09 | 68.33 | 67.97 |
| Hardware and tools | 40·3 | 40·5 | 42·9 | 142·9 | 142·6 | 137·6 | 57.59 | 57.75 | 59.03 |
| Heating and cooking appliances | 40·2 | 40·8 | 41·2 | 139·3 | 138·0 | 135·5 | 56.00 | 56.30 | 55.83 |
| Iron castings | 39·8 | 41·2 | 42·9 | 156·2 | 156·6 | 149·7 | 62.17 | 64.52 | 64.22 |
| Machinery manufacturing | 41·4 | 42·0 | 43·1 | 151·7 | 152·3 | 144·8 | 62.80 | 63.97 | 62.41 |
| Primary iron and steel | 40·1 | 40·5 | 41·2 | 171·3 | 170·5 | 170·0 | 68.69 | 69.05 | 70.04 |
| Sheet metal products | 40·0 | 40·8 | 41·1 | 151·0 | 150·9 | 141·6 | 60.40 | 61.57 | 58.20 |
| *Transportation equipment | 39·3 | 40·6 | 42·0 | 161·8 | 161·3 | 156·5 | 63.59 | 65.49 | 65.73 |
| Aircraft and parts | 41·3 | 42·2 | 43·4 | 166·5 | 166·9 | 155·2 | 68.76 | 70.43 | 67.36 |
| Motor vehicles | 36·0 | 39·6 | 42·9 | 170·0 | 170·2 | 167·5 | 61.20 | 67.40 | 71.86 |
| Motor vehicle parts and accessories | 38·5 | 39·9 | 42·0 | 160·3 | 160·8 | 157·3 | 61.72 | 64.16 | 66.07 |
| Railroad and rolling stock equipment | 39·1 | 39·1 | 39·4 | 161·3 | 160·5 | 157·6 | 63.07 | 62.76 | 62.09 |
| Shipbuilding and repairing | 41·0 | 42·7 | 43·1 | 151·8 | 148·8 | 145·8 | 62.24 | 63.54 | 62.84 |
| *Non-ferrous metal products | 40·7 | 40·7 | 41·6 | 159·1 | 158·8 | 151·0 | 64.75 | 64.63 | 62.82 |
| Aluminum products | 40·4 | 40·3 | 42·0 | 146·5 | 146·5 | 141·9 | 59.19 | 59.04 | 59.60 |
| Brass and copper products | 41·0 | 41·1 | 41·8 | 149·5 | 148·3 | 141·3 | 61.30 | 60.95 | 59.06 |
| Smelting and refining | 41·0 | 41·0 | 41·4 | 171·1 | 171·5 | 163·2 | 70.15 | 70.32 | 67.56 |
| *Electrical apparatus and supplies | 39·5 | 40·3 | 41·5 | 151·4 | 151·3 | 142·0 | 59.80 | 60.97 | 58.93 |
| Heavy electrical machinery and equipment | 40·0 | 40·5 | 41·3 | 167·2 | 165·7 | 156·6 | 66.88 | 67.11 | 64.68 |
| *Non-metallic mineral products | 42·3 | 42·9 | 44·1 | 141·1 | 140·3 | 135·4 | 59.69 | 60.19 | 59.71 |
| Clay products | 43·5 | 44·4 | 45·2 | 134·1 | 132·1 | 122·8 | 58.33 | 58.65 | 55.51 |
| Glass and glass products | 41·9 | 42·5 | 44·6 | 138·3 | 138·2 | 132·5 | 57.95 | 58.74 | 59.10 |
| Products of petroleum and coal | 41·2 | 42·7 | 41·6 | 189·1 | 192·3 | 182·7 | 77.91 | 82.11 | 76.00 |
| Chemical products | 41·8 | 41·8 | 41·8 | 144·2 | 143·5 | 137·5 | 60.28 | 59.98 | 57.48 |
| Medicinal and pharmaceutical preparations | 43·4 | 41·5 | 41·6 | 122·5 | 120·8 | 114·0 | 53.17 | 50.13 | 47.42 |
| Acids, alkalis and salts | 41·6 | 40·6 | 41·6 | 164·3 | 164·4 | 156·4 | 68.35 | 66.75 | 65.06 |
| Miscellaneous manufacturing industries | 39·7 | 40·6 | 41·8 | 116·7 | 116·2 | 111·0 | 46.33 | 47.18 | 46.40 |
| *Durable goods | 40·0 | 40·9 | 42·1 | 152·2 | 152·3 | 146·8 | 60.88 | 62.29 | 61.80 |
| Non-durable goods | 39·7 | 40·3 | 41·3 | 131·3 | 129·9 | 123·1 | 52.13 | 52.35 | 50.84 |
| Construction | 38·7 | 39·5 | 42·3 | 148·5 | 151·3 | 142·9 | 57.47 | 59.76 | 60.45 |
| Buildings and structures | 38·3 | 39·6 | 41·7 | 160·7 | 163·3 | 156·1 | 61.55 | 64.67 | 65.09 |
| Highways, bridges and streets | 39·7 | 39·3 | 41·1 | 120·9 | 119·8 | 111·9 | 48.00 | 47.08 | 45.99 |
| Electric and motor transportation | 44·9 | 45·2 | 45·2 | 139·0 | 139·3 | 135·5 | 62.41 | 62.96 | 61.25 |
| Service | 40·6 | 41·2 | 42·3 | 83·0 | 83·4 | 78·6 | 33.70 | 34.36 | 33.25 |
| Hotels and restaurants | 41·0 | 41·4 | 42·6 | 82·3 | 83·2 | 78·4 | 33.74 | 34.44 | 33.40 |
| Laundries and dry cleaning plants | 40·5 | 41·7 | 42·5 | 80·0 | 79·7 | 75·2 | 32.40 | 33.23 | 31.96 |

* Durable manufactured goods industries

## TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

| Period | Average Hours Worked per Week | Average Hourly Earnings | Average Weekly Earnings | Index Numbers (av. 1949 = 100) | | |
|---|---|---|---|---|---|---|
| | | | | Average Weekly Earnings | Consumer Price Index | Average RealWeekly Earnings |
| | | cts. | $ | | | |
| Monthly Average 1945 | 44·3 | 69·4 | 30.74 | 73·7 | 75·0 | 98·3 |
| Monthly Average 1946 | 42·7 | 70·0 | 29.87 | 71·6 | 77·5 | 92·4 |
| Monthly Average 1947 | 42·5 | 80·3 | 34.13 | 81·8 | 84·8 | 96·5 |
| Monthly Average 1948 | 42·2 | 91·3 | 38.53 | 92·4 | 97·0 | 95·3 |
| Monthly Average 1949 | 42·3 | 98·6 | 41.71 | 100·0 | 100·0 | 100·0 |
| Monthly Average 1950 | 42·3 | 103·6 | 43.82 | 105·1 | 102·9 | 102·1 |
| Monthly Average 1951 | 41·8 | 116·8 | 48.82 | 117·0 | 113·7 | 102·9 |
| Monthly Average 1952 | 41·5 | 129·2 | 53.62 | 128·6 | 116·5 | 110·4 |
| Monthly Average 1953 | 41·3 | 135·8 | 56.09 | 134·5 | 115·5 | 116·5 |
| Week Preceding: | | | | | | |
| June 1, 1953 | 41·7 | 135·9 | 56.67 | 135·9 | 114·9 | 118·3 |
| July 1, 1953 | 41·3 | 136·2 | 56.25 | 134·9 | 115·4 | 116·9 |
| August 1, 1953 | 41·0 | 136·0 | 55.76 | 133·7 | 115·7 | 115·6 |
| September 1, 1953 | 41·0 | 135·7 | 55.64 | 133·4 | 116·2 | 114·8 |
| October 1, 1953 | 41·5 | 136·6 | 56.69 | 135·9 | 116·7 | 116·5 |
| November 1, 1953 | 41·4 | 137·4 | 56.88 | 136·4 | 116·2 | 117·4 |
| December 1, 1953 | 41·2 | 138·4 | 57.02 | 136·7 | 115·8 | 118·0 |
| January 1, 1954 | 41·0* | 140·4 | 57.56 | 138·0 | 115·7 | 119·3 |
| February 1, 1954 | 40·7 | 140·4 | 57.14 | 137·0 | 115·7 | 118·4 |
| March 1, 1954 | 41·1 | 140·6 | 57.79 | 138·6 | 115·5 | 120·0 |
| April 1, 1954 | 40·9 | 141·0 | 57.67 | 138·3 | 115·6 | 119·6 |
| May 1, 1954 | 40·6 | 141·8 | 57.57 | 138·0 | 115·5 | 119·5 |
| June 1, 1954 (1) | 39·9 | 142·3 | 56.78 | 136·1 | 116·1 | 117·2 |

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures are January 1, 1954, 38·5 hours $54.05.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

*Form UIC 751:* This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

*Form UIC 757:* This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

### TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

| Month | Unfilled Vacancies* | | | Live Applications for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| Date Nearest: | | | | | | |
| August 1, 1948 | 30,499 | 19,709 | 50,208 | 63,558 | 32,715 | 96,273 |
| August 1, 1949 | 18,043 | 19,313 | 37,356 | 97,154 | 42,090 | 139,244 |
| August 1, 1950 | 26,391 | 13,582 | 39,973 | 99,100 | 58,188 | 157,288 |
| August 1, 1951 | 39,951 | 14,570 | 54,521 | 80,456 | 49,511 | 129,967 |
| August 1, 1952 | 23,413 | 17,212 | 40,625 | 118,318 | 57,396 | 175,714 |
| August 1, 1953 | 19,382 | 17,772 | 37,154 | 111,524 | 52,357 | 163,881 |
| September 1, 1953 | 24,203 | 20,321 | 44,524 | 113,191 | 48,634 | 161,825 |
| October 1, 1953 | 24,025 | 17,806 | 41,831 | 117,827 | 53,453 | 171,280 |
| November 1, 1953 | 15,282 | 13,058 | 28,340 | 144,520 | 60,997 | 205,517 |
| December 1, 1953 | 15,446 | 11,868 | 27,314 | 241,094 | 74,513 | 315,607 |
| January 1, 1954 | 8,298 | 9,121 | 17,419 | 354,965 | 84,306 | 439,271 |
| February 1, 1954 | 8,406 | 9,575 | 17,981 | 439,633 | 103,112 | 542,745 |
| March 1, 1954 | 9,014 | 10,176 | 19,190 | 457,029 | 105,622 | 562,651 |
| April 1, 1954 | 11,434 | 12,293 | 23,727 | 466,120 | 101,933 | 568,053 |
| May 1, 1954 | 14,942 | 15,335 | 30,277 | 378,873 | 86,818 | 465,691 |
| June 1, 1954 | 14,284 | 15,790 | 30,074 | 237,848 | 76,782 | 314,630 |
| July 1, 1954(1) | 13,251 | 14,417 | 27,668 | 201,931 | 81,112 | 283,043 |
| August 1, 1954(1) | 12,113 | 12,913 | 25,026 | 181,457 | 77,396 | 258,853 |

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

## TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 30, 1954

(SOURCE: Form U.I.C. 751)

| Industry | Male | Female | Total | Change from May 31 1954 | Change from June 30, 1953 |
|---|---|---|---|---|---|
| **Agriculture, Fishing, Trapping** | **981** | **1,124** | **2,105** | + **387** | − **592** |
| **Forestry** | **1,266** | **5** | **1,271** | + **35** | + **291** |
| **Mining, Quarrying and Oil Wells** | **721** | **38** | **759** | + **108** | − **60** |
| Metal Mining | 141 | 9 | 150 | − 55 | − 335 |
| Fuels | 123 | 4 | 127 | − 205 | − 62 |
| Non-Metal Mining | 421 | 5 | 426 | + 392 | + 364 |
| Quarrying, Clay and Sand Pits | 10 | ..... | 10 | − 3 | − 4 |
| Prospecting | 26 | 20 | 46 | − 21 | − 23 |
| **Manufacturing** | **2,664** | **2,052** | **4,716** | − **609** | − **4,632** |
| Foods and Beverages | 362 | 328 | 690 | − 63 | − 420 |
| Tobacco and Tobacco Products | 10 | 3 | 13 | + 6 | + 5 |
| Rubber Products | 25 | 14 | 39 | − 18 | − 39 |
| Leather Products | 57 | 101 | 158 | − 18 | − 208 |
| Textile Products (except clothing) | 81 | 164 | 245 | − 1 | − 128 |
| Clothing (textile and fur) | 110 | 794 | 904 | − 180 | − 1,070 |
| Wood Products | 428 | 76 | 504 | − 84 | − 351 |
| Paper Products | 112 | 53 | 165 | + 22 | − 37 |
| Printing, Publishing and Allied Industries | 143 | 78 | 221 | − 44 | − 253 |
| Iron and Steel Products | 447 | 103 | 550 | − 76 | − 382 |
| Transportation Equipment | 306 | 36 | 342 | − 64 | − 699 |
| Non-Ferrous Metal Products | 88 | 33 | 121 | − 8 | − 202 |
| Electrical Apparatus and Supplies | 214 | 76 | 290 | + 26 | − 336 |
| Non-Metallic Mineral Products | 49 | 25 | 74 | − 104 | − 73 |
| Products of Petroleum and Coal | 14 | 9 | 23 | − 31 | − 30 |
| Chemical Products | 148 | 104 | 252 | + 47 | − 266 |
| Miscellaneous Manufacturing Industries | 70 | 55 | 125 | − 19 | − 143 |
| **Construction** | **1,885** | **94** | **1,979** | − **260** | − **2,139** |
| General Contractors | 1,372 | 61 | 1,433 | − 267 | − 1,752 |
| Special Trade Contractors | 513 | 33 | 546 | + 7 | − 387 |
| **Transportation, Storage and Communication** | **589** | **271** | **860** | − **374** | − **775** |
| Transportation | 428 | 90 | 518 | − 299 | − 821 |
| Storage | 75 | 22 | 97 | + 39 | |
| Communication | 86 | 159 | 245 | − 114 | + 46 |
| **Public Utility Operation** | **43** | **21** | **64** | − **12** | − **91** |
| **Trade** | **1,731** | **2,036** | **3,767** | − **892** | − **2,645** |
| Wholesale | 749 | 438 | 1,187 | − 94 | − 592 |
| Retail | 982 | 1,598 | 2,580 | − 798 | − 2,053 |
| **Finance, Insurance and Real Estate** | **668** | **607** | **1,275** | − **337** | − **1,082** |
| **Service** | **2,912** | **8,101** | **11,013** | − **2,654** | − **3,283** |
| Community or Public Service | 437 | 1,247 | 1,684 | − 80 | − 595 |
| Government Service | 1,042 | 396 | 1,438 | − 1,551 | − 237 |
| Recreation Service | 348 | 119 | 467 | + 158 | + 103 |
| Business Service | 299 | 310 | 609 | − 329 | − 177 |
| Personal Service | 786 | 6,029 | 6,815 | − 852 | − 2,377 |
| **Grand Total** | **13,460** | **14,349** | **27,809** | − **4,608** | − **15,008** |

Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

## TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT JUNE 30, 1954 [1]

(Source: Form U.I.C. 757)

| Occupational Group | [2] Unfilled Vacancies | | | Live Applications for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| Professional and managerial workers | 1,429 | 917 | 2,346 | 4,700 | 1,134 | 5,834 |
| Clerical workers | 1,025 | 2,844 | 3,869 | 11,028 | 21,757 | 32,785 |
| Sales workers | 1,279 | 1,151 | 2,430 | 4,349 | 9,745 | 14,094 |
| Personal and domestic service workers | 986 | 6,734 | 7,720 | 20,511 | 12,151 | 32,662 |
| Seamen | 1 | ..... | 1 | 915 | 2 | 917 |
| Agriculture and fishing | 1,459 | 867 | 2,326 | 1,568 | 585 | 2,153 |
| Skilled and semiskilled workers | 4,735 | 1,275 | 6,010 | 92,131 | 21,195 | 113,326 |
| Food and kindred products (inc. tobacco) | 67 | 12 | 79 | 1,006 | 527 | 1,533 |
| Textiles, clothing, etc. | 82 | 906 | 988 | 4,806 | 14,028 | 18,834 |
| Lumber and wood products | 1,271 | 2 | 1,273 | 10,550 | 177 | 10,727 |
| Pulp, paper (inc. printing) | 61 | 20 | 81 | 763 | 343 | 1,106 |
| Leather and leather products | 44 | 55 | 99 | 1,115 | 1,181 | 2,296 |
| Stone, clay and glass products | 8 | 2 | 10 | 236 | 60 | 296 |
| Metalworking | 344 | 12 | 356 | 13,535 | 1,163 | 14,698 |
| Electrical | 116 | 18 | 134 | 1,922 | 1,091 | 3,013 |
| Transportation equipment | 3 | ..... | 3 | 1,231 | 100 | 1,331 |
| Mining | 55 | ..... | 55 | 1,617 | ..... | 1,617 |
| Construction | 1,005 | ..... | 1,005 | 19,147 | 2 | 19,149 |
| Transportation (except seamen) | 499 | 16 | 515 | 14,337 | 76 | 14,413 |
| Communications and public utility | 45 | ..... | 45 | 561 | 18 | 579 |
| Trade and service | 208 | 193 | 401 | 2,510 | 1,254 | 3,764 |
| Other skilled and semiskilled | 762 | 32 | 794 | 13,776 | 847 | 14,623 |
| Foremen | 42 | 7 | 49 | 2,001 | 317 | 2,318 |
| Apprentices | 123 | ..... | 123 | 3,018 | 11 | 3,029 |
| Unskilled workers | 2,337 | 629 | 2,966 | 66,729 | 14,543 | 81,272 |
| Food and tobacco | 102 | 262 | 364 | 1,856 | 2,616 | 4,472 |
| Lumber and lumber products | 201 | 25 | 226 | 7,061 | 298 | 7,359 |
| Metalworking | 144 | 10 | 154 | 6,422 | 593 | 7,015 |
| Construction | 762 | ..... | 762 | 26,216 | 9 | 26,225 |
| Other unskilled workers | 1,128 | 332 | 1,460 | 25,174 | 11,027 | 36,201 |
| **GRAND TOTAL** | **13,251** | **14,417** | **27,668** | **201,931** | **81,112** | **283,043** |

[1] Preliminary—subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, JUNE, 1954; LIVE APPLICATIONS AT JULY 29, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C.757 [2] Live Applications at July 29, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning of Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning of Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **Newfoundland** | **323** | **624** | **433** | **25** | **10,601** | **2,658** | **897** | **280** | **40** | **219** | **7,023** | **4,956** |
| Corner Brook | 2 | 58 | 16 | 4 | 2,873 | 459 | 68 | 7 | 13 | 36 | 2,115 | 1,719 |
| Grand Falls | 9 | 5 | 1 | ..... | 852 | 301 | 46 | 10 | ..... | 26 | 520 | 370 |
| St. John's | 312 | 561 | 416 | 21 | 6,876 | 1,898 | 783 | 263 | 27 | 157 | 4,388 | 2,867 |
| **Prince Edward Island** | **189** | **800** | **509** | **2** | **1,404** | **969** | **542** | **256** | **148** | **49** | **1,206** | **1,095** |
| Charlottetown | 158 | 454 | 338 | 1 | 836 | 529 | 307 | 143 | 74 | 19 | 740 | 653 |
| Summerside | 31 | 346 | 171 | 1 | 568 | 440 | 235 | 113 | 74 | 30 | 466 | 442 |
| **Nova Scotia** | **1,631** | **2,832** | **1,386** | **6** | **14,854** | **7,218** | **3,355** | **1,611** | **626** | **199** | **12,500** | **11,861** |
| Amherst | 31 | 124 | 8 | ..... | 387 | 373 | 209 | 124 | 18 | ..... | 416 | 461 |
| Bridgewater | 38 | 56 | 62 | ..... | 474 | 203 | 38 | 15 | 3 | 3 | 403 | 377 |
| Halifax | 1,167 | 1,111 | 886 | ..... | 4,257 | 2,727 | 1,306 | 591 | 283 | 33 | 4,459 | 3,722 |
| Inverness | 4 | 30 | 2 | ..... | 601 | 144 | 99 | 28 | ..... | 47 | 461 | 295 |
| Kentville | 56 | 109 | 86 | ..... | 1,120 | 365 | 144 | 63 | 1 | 10 | 1,007 | 867 |
| Liverpool | 28 | 128 | 67 | 5 | 370 | 174 | 66 | 57 | 1 | ..... | 218 | 211 |
| New Glasgow | 77 | 349 | 62 | 1 | 1,732 | 773 | 433 | 251 | 65 | 28 | 1,250 | 1,943 |
| Springhill | 1 | 47 | 1 | ..... | 370 | 118 | 59 | 44 | ..... | ..... | 250 | 359 |
| Sydney | 168 | 659 | 144 | ..... | 3,905 | 1,644 | 721 | 296 | 230 | 50 | 2,801 | 2,642 |
| Truro | 42 | 151 | 49 | ..... | 668 | 473 | 190 | 112 | 1 | ..... | 548 | 418 |
| Yarmouth | 19 | 68 | 19 | ..... | 970 | 224 | 90 | 30 | 24 | 28 | 687 | 566 |
| **New Brunswick** | **1,435** | **3,233** | **1,170** | **357** | **17,102** | **6,367** | **3,153** | **2,118** | **296** | **108** | **13,153** | **9,757** |
| Bathurst | 15 | 53 | 14 | ..... | 1,527 | 346 | 64 | 49 | ..... | 8 | 1,033 | 613 |
| Campbellton | 55 | 267 | 41 | ..... | 1,424 | 251 | 180 | 97 | 13 | ..... | 897 | 589 |
| Edmundston | 15 | 66 | 23 | ..... | 884 | 248 | 76 | 41 | 1 | 3 | 735 | 371 |
| Fredericton | 155 | 701 | 149 | 21 | 2,586 | 892 | 722 | 582 | 33 | ..... | 2,045 | 901 |
| Minto | 10 | 61 | 21 | ..... | 676 | 419 | 88 | 38 | ..... | 16 | 520 | 509 |
| Moncton | 749 | 1,084 | 613 | 328 | 2,585 | 1,822 | 905 | 550 | 182 | 26 | 2,368 | 2,148 |
| Newcastle | 6 | 21 | 14 | ..... | 1,322 | 410 | 72 | 9 | ..... | 24 | 930 | 726 |
| Saint John | 225 | 598 | 227 | 1 | 3,657 | 1,554 | 656 | 436 | 40 | 28 | 3,104 | 2,713 |
| St. Stephen | 98 | 240 | 38 | 3 | 1,520 | 214 | 265 | 250 | ..... | ..... | 945 | 652 |
| Sussex | 61 | 84 | 19 | 4 | 267 | 61 | 81 | 38 | 22 | ..... | 164 | 138 |
| Woodstock | 46 | 58 | 11 | ..... | 654 | 150 | 44 | 28 | 5 | 3 | 412 | 397 |
| **Quebec** | **10,139** | **26,879** | **7,722** | **815** | **110,166** | **57,252** | **28,948** | **16,502** | **3,624** | **828** | **92,681** | **81,648** |
| Asbestos | 60 | 126 | 42 | 12 | 378 | 296 | 122 | 101 | 4 | ..... | 276 | 219 |
| Beauharnois | 4 | 104 | 6 | 4 | 579 | 262 | 111 | 82 | 12 | ..... | 510 | 469 |
| Buckingham | 21 | 80 | 25 | ..... | 667 | 302 | 75 | 51 | 2 | 4 | 429 | 387 |
| Causapscal | 4 | 500 | 25 | 55 | 1,913 | 465 | 462 | 422 | ..... | 9 | 1,092 | 393 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Chandler | 70 | 12 | 8 | ..... | 599 | 54 | 20 | 56 | ..... | 3 | 222 | 213 |
| Chicoutimi | 168 | 369 | 112 | 9 | 1,189 | 1,085 | 545 | 204 | 83 | 5 | 1,018 | 923 |
| Dolbeau | 22 | 62 | 6 | 1 | 792 | 314 | 81 | 58 | ..... | ..... | 652 | 509 |
| Drummondville | 37 | 295 | 50 | 1 | 2,026 | 659 | 333 | 219 | 1 | 12 | 1,710 | 1,823 |
| Farnham | 34 | 419 | 95 | 28 | 989 | 303 | 328 | 254 | ..... | 5 | 749 | 290 |
| Forestville | 9 | 76 | 3 | 67 | 837 | 150 | 11 | 7 | ..... | ..... | 540 | 370 |
| Gaspe | 14 | 19 | 17 | 4 | 540 | 133 | 12 | ..... | ..... | ..... | 245 | 193 |
| Granby | 25 | 138 | 26 | 1 | 1,101 | 891 | 224 | 110 | 12 | 6 | 1,296 | 1,732 |
| Hull | 85 | 268 | 65 | 11 | 1,618 | 888 | 315 | 185 | 12 | 20 | 1,209 | 1,084 |
| Joliette | 114 | 264 | 151 | 5 | 1,744 | 861 | 267 | 139 | 12 | ..... | 1,343 | 1,530 |
| Jonquiere | 153 | 487 | 78 | 30 | 1,637 | 1,518 | 717 | 396 | 45 | 35 | 1,366 | 1,072 |
| Lachute | 72 | 102 | 12 | 23 | 520 | 224 | 101 | 91 | 27 | ..... | 365 | 299 |
| La Malbaie | 19 | 52 | 9 | ..... | 798 | 87 | 58 | 47 | 8 | ..... | 372 | 154 |
| La Tuque | 61 | 176 | 14 | 27 | 450 | 391 | 157 | 153 | ..... | ..... | 360 | 331 |
| Levis | 118 | 237 | 130 | 1 | 2,319 | 1,117 | 254 | 103 | 87 | 6 | 2,007 | 1,812 |
| Louiseville | 34 | 37 | 26 | 2 | 624 | 295 | 38 | 23 | 4 | 3 | 554 | 724 |
| Maniwaki | 10 | 146 | 2 | ..... | 524 | 136 | 155 | 142 | ..... | 4 | 240 | 167 |
| Matane | 33 | 143 | 100 | ..... | 1,398 | 317 | 139 | 39 | 4 | 3 | 641 | 564 |
| Megantic | 62 | 236 | 94 | ..... | 811 | 474 | 205 | 160 | 2 | 27 | 656 | 378 |
| Mont-Laurier | 16 | 10 | 6 | 4 | 639 | 190 | 22 | 6 | ..... | ..... | 516 | 603 |
| Montmagny | 26 | 36 | 15 | 1 | 1,408 | 350 | 40 | 16 | 4 | 2 | 780 | 645 |
| Montreal | 5,700 | 13,179 | 3,797 | 20 | 39,696 | 26,115 | 13,214 | 6,833 | 2,508 | 153 | 39,871 | 36,204 |
| New Richmond | 107 | 90 | 7 | ..... | 848 | 278 | 174 | 177 | 4 | 56 | 462 | 272 |
| Port Alfred | 16 | 46 | 10 | 3 | 776 | 173 | 60 | 44 | ..... | ..... | 624 | 276 |
| Quebec | 772 | 2,275 | 646 | ..... | 7,822 | 4,950 | 3,251 | 1,446 | 387 | 7 | 6,165 | 5,725 |
| Rimouski | 25 | 134 | 22 | 1 | 2,349 | 357 | 226 | 116 | ..... | 65 | 1,215 | 647 |
| Riviere du Loup | 253 | 550 | 339 | ..... | 2,886 | 301 | 427 | 382 | 2 | 3 | 1,452 | 1,084 |
| Roberval | 11 | 59 | 19 | ..... | 858 | 162 | 54 | 43 | 3 | ..... | 610 | 549 |
| Rouyn | 83 | 212 | 79 | 2 | 3,621 | 703 | 278 | 106 | 41 | 2 | 2,888 | 1,464 |
| Ste. Agathe | 30 | 203 | 38 | 44 | 484 | 210 | 145 | 102 | 5 | ..... | 310 | 290 |
| Ste. Anne de Bellevue | 33 | 154 | 25 | 16 | 469 | 207 | 138 | 101 | 13 | 1 | 330 | 316 |
| Ste. Therese | 93 | 343 | 192 | 21 | 1,259 | 767 | 282 | 176 | 5 | 1 | 1,112 | 921 |
| St. Georges Est | 509 | 1,060 | 481 | 1 | 1,391 | 1,473 | 1,215 | 1,010 | ..... | 342 | 873 | 701 |
| St. Hyacinthe | 451 | 168 | 40 | 360 | 1,501 | 558 | 220 | 136 | 15 | ..... | 1,321 | 1,406 |
| St. Jean | 77 | 269 | 104 | 2 | 1,341 | 669 | 341 | 187 | 6 | 13 | 1,162 | 1,055 |
| St. Jerome | 29 | 227 | 25 | 18 | 1,092 | 496 | 235 | 181 | 5 | 2 | 859 | 637 |
| St. Joseph d'Alma | 50 | 139 | 34 | ..... | 1,115 | 423 | 135 | 116 | 8 | ..... | 753 | 765 |
| Sept Iles | 6 | 134 | 10 | 30 | 621 | 137 | 97 | 85 | 12 | ..... | 395 | 120 |
| Shawinigan Falls | 53 | 433 | 65 | ..... | 2,180 | 1,023 | 514 | 337 | 28 | 9 | 1,780 | 1,746 |
| Sherbrooke | 173 | 773 | 163 | 3 | 3,409 | 1,885 | 741 | 466 | 121 | 3 | 2,949 | 2,698 |
| Sorel | 26 | 132 | 42 | 1 | 1,358 | 446 | 89 | 62 | ..... | ..... | 1,301 | 1,332 |
| Thetford Mines | 39 | 273 | 64 | ..... | 932 | 459 | 279 | 215 | 7 | ..... | 719 | 718 |
| Three Rivers | 180 | 652 | 148 | 1 | 3,497 | 1,892 | 967 | 520 | 57 | 14 | 2,803 | 2,883 |
| Val d'Or | 37 | 129 | 39 | 2 | 1,538 | 472 | 126 | 68 | 6 | 1 | 973 | 924 |
| Valleyfield | 45 | 393 | 88 | 1 | 1,450 | 804 | 525 | 204 | 61 | 11 | 1,521 | 1,154 |
| Victoriaville | 70 | 458 | 128 | 3 | 1,573 | 530 | 423 | 325 | 11 | 1 | 1,085 | 877 |
| **Ontario** | **11,309** | **37,320** | **8,590** | **1,068** | **115,119** | **90,370** | **40,925** | **21,584** | **7,617** | **1,053** | **101,527** | **97,983** |
| Arnprior | 11 | 236 | 22 | 10 | 99 | 229 | 244 | 205 | 10 | 1 | 82 | 95 |
| Barrie | 163 | 603 | 166 | 20 | 958 | 908 | 639 | 403 | 37 | 3 | 812 | 710 |
| Belleville | 58 | 282 | 69 | 13 | 1,128 | 629 | 242 | 157 | 66 | 9 | 829 | 759 |
| Bracebridge | 354 | 355 | 255 | 89 | 482 | 367 | 374 | 239 | 7 | ..... | 248 | 216 |
| Brampton | 32 | 215 | 51 | 37 | 275 | 254 | 172 | 126 | 1 | 2 | 275 | 245 |
| Brantford | 58 | 475 | 54 | 11 | 1,957 | 1,578 | 567 | 283 | 122 | 23 | 1,982 | 2,121 |
| Brockville | 21 | 191 | 23 | 4 | 295 | 395 | 209 | 149 | 23 | 7 | 324 | 227 |
| Carleton Place | 1 | 61 | 7 | ..... | 266 | 50 | 76 | 45 | 10 | 3 | 183 | 248 |
| Chatham | 60 | 453 | 81 | 6 | 1,683 | 820 | 404 | 180 | 79 | 1 | 1,427 | 1,356 |
| Cobourg | 23 | 217 | 27 | 4 | 321 | 252 | 277 | 187 | 18 | ..... | 340 | 389 |

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, JUNE, 1954; LIVE APPLICATIONS AT JULY 29, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C.757 [2] Live Applications at July 29, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning of Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning of Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **Ontario**—Con. | | | | | | | | | | | | |
| Collingwood | 60 | 170 | 28 | 19 | 432 | 592 | 168 | 106 | 27 | 2 | 756 | 717 |
| Cornwall | 61 | 919 | 67 | ..... | 1,363 | 1,586 | 1,009 | 570 | 275 | 1 | 1,378 | 1,551 |
| Fort Erie | 36 | 198 | 15 | 3 | 315 | 242 | 271 | 177 | 2 | ..... | 252 | 256 |
| Fort Frances | 12 | 73 | 12 | 2 | 294 | 130 | 69 | 44 | 18 | ..... | 179 | 118 |
| Fort William | 91 | 409 | 82 | 10 | 2,403 | 773 | 452 | 266 | 72 | 47 | 1,502 | 1,069 |
| Galt | 83 | 226 | 50 | 4 | 992 | 711 | 290 | 167 | 25 | 12 | 1,022 | 1,174 |
| Gananoque | 9 | 63 | 3 | ..... | 123 | 152 | 86 | 49 | 7 | ..... | 151 | 127 |
| Goderich | 50 | 218 | 38 | 37 | 226 | 276 | 234 | 134 | 22 | ..... | 181 | 167 |
| Guelph | 100 | 369 | 124 | 20 | 1,555 | 797 | 435 | 237 | 14 | 2 | 1,443 | 1,326 |
| Hamilton | 416 | 1,723 | 451 | 6 | 9,508 | 7,373 | 2,251 | 899 | 432 | 13 | 9,272 | 8,924 |
| Hawkesbury | 46 | 40 | 20 | 1 | 392 | 200 | 54 | 37 | ..... | 23 | 275 | 207 |
| Ingersoll | 19 | 108 | 15 | 1 | 342 | 392 | 109 | 71 | 19 | ..... | 515 | 491 |
| Kapuskasing | 34 | 148 | 33 | ..... | 1,522 | 217 | 173 | 107 | 1 | ..... | 405 | 349 |
| Kenora | 38 | 77 | 40 | 2 | 332 | 120 | 56 | 38 | 11 | ..... | 191 | 141 |
| Kingston | 225 | 694 | 151 | 26 | 976 | 1,232 | 871 | 580 | 77 | 5 | 887 | 725 |
| Kirkland Lake | 63 | 226 | 36 | 12 | 838 | 248 | 293 | 194 | 16 | 37 | 550 | 523 |
| Kitchener | 121 | 416 | 95 | ..... | 2,166 | 1,123 | 515 | 230 | 108 | 10 | 1,769 | 2,069 |
| Leamington | 38 | 215 | 32 | 4 | 746 | 789 | 240 | 98 | 99 | 1 | 858 | 1,099 |
| Lindsay | 64 | 86 | 50 | 1 | 677 | 287 | 65 | 29 | 6 | ..... | 627 | 612 |
| Listowel | 32 | 62 | 18 | 20 | 194 | 95 | 58 | 28 | 4 | 2 | 186 | 149 |
| London | 504 | 1,425 | 528 | 13 | 3,957 | 3,578 | 1,628 | 702 | 325 | 83 | 3,290 | 3,098 |
| Midland | 8 | 107 | 26 | 7 | 679 | 238 | 124 | 66 | 15 | ..... | 537 | 600 |
| Napanee | 13 | 34 | 11 | 4 | 314 | 126 | 51 | 24 | ..... | 2 | 235 | 183 |
| New Toronto | 131 | 709 | 95 | 92 | 1,308 | 1,461 | 663 | 358 | 49 | 15 | 1,295 | 1,224 |
| Niagara Falls | 110 | 502 | 54 | 12 | 1,363 | 1,022 | 568 | 378 | 83 | 1 | 1,138 | 1,161 |
| North Bay | 83 | 498 | 49 | 15 | 1,268 | 903 | 541 | 178 | 249 | 20 | 1,075 | 646 |
| Oakville | 38 | 287 | 59 | 5 | 410 | 806 | 358 | 215 | 19 | 30 | 432 | 356 |
| Orillia | 45 | 292 | 43 | 11 | 590 | 584 | 411 | 211 | 46 | ..... | 501 | 445 |
| Oshawa | 73 | 413 | 74 | 5 | 3,905 | 2,755 | 496 | 295 | 61 | 3 | 4,009 | 4,099 |
| Ottawa | 1,191 | 2,345 | 1,127 | 69 | 3,287 | 3,314 | 2,285 | 1,120 | 393 | 33 | 3,062 | 2,548 |
| Owen Sound | 40 | 238 | 58 | 10 | 986 | 531 | 320 | 153 | 36 | 1 | 922 | 948 |
| Parry Sound | 22 | 108 | 5 | 9 | 168 | 151 | 88 | 70 | 2 | 5 | 142 | 104 |
| Pembroke | 179 | 749 | 111 | 7 | 1,054 | 1,217 | 844 | 571 | 117 | 3 | 875 | 689 |
| Perth | 35 | 131 | 50 | 8 | 262 | 155 | 118 | 72 | 11 | 1 | 200 | 174 |
| Peterborough | 153 | 311 | 104 | 6 | 1,794 | 1,066 | 413 | 251 | 37 | ..... | 1,594 | 1,524 |
| Picton | 12 | 96 | 27 | ..... | 178 | 152 | 147 | 76 | 3 | 1 | 153 | 104 |
| Port Arthur | 289 | 985 | 139 | 37 | 3,372 | 1,419 | 998 | 775 | 64 | 42 | 1,793 | 1,307 |
| Port Colborne | 45 | 155 | 66 | 26 | 701 | 349 | 128 | 73 | 8 | 5 | 722 | 561 |
| Prescott | 20 | 97 | 6 | 3 | 492 | 441 | 141 | 95 | 4 | 7 | 491 | 405 |
| Renfrew | 15 | 216 | 15 | 53 | 519 | 195 | 136 | 126 | 1 | 7 | 352 | 285 |
| St. Catharines | 185 | 570 | 89 | 27 | 3,357 | 1,869 | 731 | 412 | 120 | 35 | 2,846 | 2,946 |
| St. Thomas | 98 | 223 | 65 | 4 | 788 | 624 | 285 | 131 | 41 | 2 | 701 | 466 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Sarnia | 64 | 412 | 44 | 80 | 1,448 | 1,156 | 394 | 273 | 46 | 1 | 1,328 | 1,225 |
| Sault Ste. Marie | 149 | 546 | 121 | 10 | 2,720 | 1,335 | 658 | 396 | 96 | 9 | 1,973 | 2,191 |
| Simcoe | 54 | 411 | 55 | 13 | 608 | 498 | 468 | 301 | 17 | ..... | 442 | 425 |
| Sioux Lookout | 34 | 77 | 35 | 12 | 246 | 54 | 40 | 40 | 2 | ..... | 142 | 104 |
| Smiths Falls | 15 | 56 | 12 | 1 | 226 | 194 | 58 | 38 | 4 | ..... | 277 | 238 |
| Stratford | 61 | 224 | 66 | 8 | 730 | 546 | 361 | 102 | 57 | 5 | 597 | 679 |
| Sturgeon Falls | 4 | 89 | 24 | 1 | 713 | 286 | 132 | 43 | 19 | 7 | 718 | 413 |
| Sudbury | 200 | 834 | 86 | 27 | 2,574 | 1,685 | 935 | 486 | 262 | 5 | 1,466 | 1,241 |
| Timmins | 109 | 324 | 119 | ..... | 1,484 | 656 | 429 | 142 | 69 | 65 | 1,112 | 928 |
| Toronto | 4,544 | 11,487 | 2,522 | 14 | 28,761 | 26,978 | 11,981 | 5,669 | 3,307 | 412 | 26,184 | 23,115 |
| Trenton | 34 | 225 | 27 | 5 | 783 | 518 | 286 | 185 | 13 | 3 | 591 | 494 |
| Walkerton | 19 | 115 | 27 | 9 | 413 | 269 | 191 | 78 | 3 | ..... | 413 | 379 |
| Wallaceburg | 7 | 196 | 8 | ..... | 428 | 398 | 224 | 111 | 80 | ..... | 388 | 344 |
| Welland | 15 | 277 | 24 | 6 | 2,028 | 955 | 359 | 177 | 67 | 21 | 1,663 | 1,551 |
| Weston | 108 | 558 | 133 | 81 | 768 | 809 | 517 | 351 | 12 | 9 | 630 | 892 |
| Windsor | 180 | 1,281 | 344 | ..... | 7,118 | 7,769 | 1,326 | 675 | 240 | 14 | 7,802 | 11,220 |
| Woodstock | 44 | 189 | 27 | 16 | 459 | 491 | 189 | 130 | 31 | 2 | 535 | 511 |
| **Manitoba** | **2,717** | **7,274** | **2,400** | **139** | **15,274** | **14,134** | **7,977** | **3,288** | **2,548** | **191** | **13,779** | **10,595** |
| Brandon | 338 | 657 | 311 | 7 | 777 | 1,017 | 595 | 255 | 156 | 2 | 690 | 565 |
| Dauphin | 37 | 68 | 21 | ..... | 512 | 348 | 76 | 49 | 8 | 6 | 428 | 266 |
| Flin Flon | 66 | 206 | 49 | 55 | 165 | 246 | 154 | 95 | 26 | 2 | 175 | 162 |
| Portage la Prairie | 61 | 134 | 38 | ..... | 616 | 359 | 145 | 109 | 14 | ..... | 457 | 416 |
| The Pas | 39 | 157 | 76 | 71 | 96 | 72 | 48 | 26 | ..... | 15 | 54 | 45 |
| Winnipeg | 2,176 | 6,052 | 1,905 | 6 | 13,108 | 12,092 | 6,959 | 2,754 | 2,344 | 166 | 11,975 | 9,141 |
| **Saskatchewan** | **2,356** | **5,629** | **1,702** | **128** | **7,221** | **8,435** | **5,588** | **3,106** | **1,055** | **363** | **5,685** | **4,009** |
| Estevan | 38 | 147 | 45 | 3 | 138 | 244 | 186 | 80 | 45 | 2 | 113 | 82 |
| Moose Jaw | 204 | 662 | 199 | 14 | 589 | 1,216 | 719 | 377 | 135 | 14 | 637 | 386 |
| North Battleford | 83 | 224 | 160 | 20 | 484 | 222 | 168 | 84 | 7 | 52 | 305 | 240 |
| Prince Albert | 122 | 242 | 85 | 4 | 1,171 | 578 | 279 | 184 | 32 | 14 | 833 | 871 |
| Regina | 791 | 2,032 | 357 | 55 | 1,280 | 2,798 | 1,921 | 1,066 | 592 | 21 | 1,406 | 716 |
| Saskatoon | 767 | 1,426 | 377 | 7 | 2,322 | 2,247 | 1,735 | 956 | 154 | 251 | 1,439 | 1,048 |
| Swift Current | 122 | 282 | 176 | 5 | 239 | 258 | 168 | 114 | 22 | 2 | 171 | 166 |
| Weyburn | 88 | 243 | 79 | 12 | 133 | 259 | 181 | 111 | 55 | 3 | 84 | 83 |
| Yorkton | 141 | 371 | 224 | 8 | 865 | 613 | 231 | 134 | 13 | 4 | 697 | 417 |
| **Alberta** | **4,087** | **8,222** | **1,957** | **473** | **16,868** | **16,530** | **9,845** | **4,993** | **1,505** | **427** | **14,219** | **10,726** |
| Blairmore | 10 | 38 | 7 | 1 | 645 | 67 | 44 | 37 | ..... | 5 | 404 | 299 |
| Calgary | 1,262 | 3,009 | 653 | 237 | 4,603 | 6,071 | 3,628 | 1,676 | 534 | 54 | 4,435 | 3,280 |
| Drumheller | 19 | 175 | 27 | 16 | 419 | 147 | 149 | 146 | ..... | ..... | 310 | 192 |
| Edmonton | 2,030 | 3,616 | 956 | 19 | 8,118 | 7,311 | 4,711 | 2,192 | 883 | 352 | 6,656 | 4,960 |
| Edson | 89 | 104 | 40 | 21 | 480 | 473 | 90 | 57 | ..... | ..... | 422 | 258 |
| Lethbridge | 469 | 755 | 126 | 142 | 1,089 | 1,262 | 737 | 564 | 44 | 14 | 838 | 712 |
| Medicine Hat | 85 | 304 | 63 | 7 | 449 | 517 | 342 | 228 | 20 | 2 | 352 | 462 |
| Red Deer | 103 | 179 | 63 | 5 | 1,026 | 660 | 141 | 91 | 23 | ..... | 771 | 535 |
| Yellowknife | 20 | 42 | 22 | 25 | 39 | 22 | 3 | 2 | 1 | ..... | 31 | 28 |

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, JUNE, 1954; LIVE APPLICATIONS AT JULY 29, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C.757 [2] Live Applications at July 29, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning of Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning of Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **British Columbia** | **2,954** | **16,154** | **2,951** | **318** | **35,253** | **33,328** | **18,018** | **7,661** | **5,776** | **159** | **31,413** | **26,223** |
| Chilliwack | 66 | 313 | 48 | 1 | 604 | 541 | 391 | 226 | 75 | 1 | 503 | 477 |
| Courtenay | 36 | 149 | 15 | 6 | 728 | 564 | 146 | 98 | 8 | 2 | 767 | 597 |
| Cranbrook | 6 | 99 | 12 | ..... | 710 | 168 | 110 | 91 | 1 | ..... | 387 | 218 |
| Dawson Creek | 16 | 165 | 15 | 1 | 453 | 258 | 158 | 144 | 8 | ..... | 259 | 149 |
| Duncan | 45 | 237 | 46 | 13 | 245 | 382 | 247 | 141 | 25 | ..... | 273 | 251 |
| Kamloops | 86 | 274 | 114 | 5 | 765 | 451 | 324 | 207 | 3 | 1 | 517 | 317 |
| Kelowna | 3 | 160 | 32 | ..... | 518 | 441 | 151 | 112 | 12 | 3 | 517 | 263 |
| Mission City | 239 | 1,503 | 890 | 187 | 620 | 1,624 | 765 | 568 | 71 | 1 | 831 | 502 |
| Nanaimo | 60 | 265 | 27 | 2 | 822 | 490 | 340 | 214 | 33 | 28 | 747 | 687 |
| Nelson | 14 | 131 | 26 | ..... | 784 | 321 | 115 | 76 | 26 | 4 | 595 | 462 |
| New Westminster | 112 | 2,153 | 146 | 4 | 4,202 | 4,676 | 2,428 | 600 | 1,417 | 16 | 3,787 | 3,302 |
| Penticton | 16 | 257 | 6 | ..... | 484 | 376 | 294 | 238 | 25 | ..... | 365 | 306 |
| Port Alberni | 17 | 236 | 15 | 2 | 223 | 475 | 264 | 195 | 18 | ..... | 313 | 220 |
| Prince George | 81 | 693 | 61 | 13 | 2,219 | 974 | 880 | 627 | 29 | 13 | 1,266 | 620 |
| Prince Rupert | 33 | 183 | 30 | 2 | 569 | 330 | 164 | 125 | 2 | ..... | 458 | 315 |
| Princeton | 1 | 83 | 1 | 1 | 134 | 99 | 97 | 77 | 4 | ..... | 84 | 65 |
| Trail | 6 | 177 | 20 | ..... | 978 | 370 | 215 | 125 | 29 | 2 | 867 | 562 |
| Vancouver | 1,486 | 7,361 | 991 | 17 | 16,826 | 17,523 | 9,137 | 2,621 | 3,757 | 86 | 15,768 | 14,113 |
| Vernon | 152 | 391 | 68 | 17 | 671 | 616 | 427 | 357 | 32 | ..... | 424 | 321 |
| Victoria | 336 | 859 | 227 | 17 | 2,344 | 2,073 | 1,060 | 516 | 201 | 2 | 2,427 | 2,234 |
| Whitehorse | 143 | 465 | 161 | 30 | 354 | 576 | 305 | 303 | ..... | ..... | 258 | 242 |
| **Canada** | **37,110** | **108,967** | **28,820** | **3,331** | **343,862** | **237,261** | **119,248** | **61,399** | **23,235** | **3,596** | **293,186** | **258,853** |
| Males | 20,863 | 65,810 | 14,288 | 2,786 | 262,259 | 159,189 | 71,275 | 42,378 | 9,993 | 3,078 | 209,089 | 181,457 |
| Females | 16,277 | 43,157 | 14,532 | 545 | 81,603 | 78,072 | 47,973 | 19,021 | 13,242 | 518 | 84,097 | 77,396 |

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.

## TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1944—1954

| Year | Applications | | | Placements | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| 1944 | 1,583,010 | 902,273 | 2,485,283 | 1,101,854 | 638,063 | 1,739,917 |
| 1945 | 1,855,036 | 661,948 | 2,516,984 | 1,095,641 | 397,940 | 1,493,581 |
| 1946 | 1,464,533 | 494,164 | 1,958,697 | 624,052 | 235,360 | 859,412 |
| 1947 | 1,189,646 | 439,577 | 1,629,223 | 549,376 | 220,473 | 769,849 |
| 1948 | 1,197,295 | 459,332 | 1,656,627 | 497,916 | 214,424 | 712,340 |
| 1949 | 1,295,690 | 494,956 | 1,790,646 | 464,363 | 219,816 | 684,179 |
| 1950 | 1,500,763 | 575,813 | 2,076,576 | 559,882 | 230,920 | 790,802 |
| 1951 | 1,541,208 | 623,467 | 2,164,675 | 655,933 | 262,305 | 918,238 |
| 1952 | 1,781,689 | 664,485 | 2,446,174 | 677,777 | 302,730 | 980,507 |
| 1953 | 1,980,918 | 754,358 | 2,735,276 | 661,167 | 332,239 | 993,406 |
| 1954 (6 months) | 1,026,343 | 396,090 | 1,422,433 | 241,630 | 144,393 | 386,023 |

## TABLE D-6.—VACANCIES [1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, APRIL 1 TO JUNE 30, 1954

(SOURCE: U.I.C. 751)

| Industry | Newfoundland | | | | Prince Edward Island | | | | Nova Scotia | | | | New Brunswick | | | | Quebec | | | | Ontario | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | |
| | | Regular | Casual | Transfers out | | Regular | Casual | Transfers out | | Regular | Casual | Transfers out | | Regular | Casual | Transfers out | | Regular | Casual | Transfers out | | Regular | Casual | Transfers out |
| **Agriculture** | 11 | 11 | ..... | 84 | 183 | 72 | 1 | 1 | 67 | 46 | 10 | 81 | 138 | 69 | 4 | 144 | 1,533 | 570 | 384 | 429 | 8,029 | 3,046 | 3,091 | 416 |
| **Forestry** | 50 | ..... | ..... | ..... | ..... | ..... | ..... | 1 | 734 | 201 | ..... | 111 | 1,066 | 664 | 5 | 27 | 6,617 | 5,145 | 52 | 421 | 2,288 | 1,576 | 40 | 87 |
| **Fishing and Trapping** | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 6 | 4 | ..... | ..... | 3 | 3 | ..... | ..... | 7 | 5 | 1 | ..... | 10 | 10 | ..... | 5 |
| **Mining, Quarrying and Oil Wells** | 112 | 112 | ..... | ..... | ..... | ..... | ..... | ..... | 232 | 246 | ..... | 9 | 120 | 99 | 19 | 1 | 1,427 | 898 | 2 | 49 | 416 | 307 | 27 | 71 |
| Metal Mining | 111 | 111 | ..... | ..... | ..... | ..... | ..... | ..... | 5 | 5 | ..... | 2 | 102 | 87 | 16 | 1 | 685 | 517 | 1 | 49 | 284 | 214 | 14 | 57 |
| Fuels | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 219 | 233 | ..... | 7 | 8 | 6 | ..... | ..... | 62 | 3 | 1 | ..... | 10 | 2 | 5 | 7 |
| Non-Metal Mining | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2 | 2 | ..... | ..... | ..... | ..... | ..... | ..... | 574 | 276 | ..... | ..... | 6 | 4 | 1 | ..... |
| Quarrying, Clay and Sand Pits | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 6 | 6 | ..... | ..... | 2 | 2 | ..... | ..... | 80 | 75 | ..... | ..... | 104 | 80 | 7 | 5 |
| Prospecting | 1 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 8 | 4 | 3 | ..... | 26 | 27 | ..... | ..... | 12 | 7 | ..... | 2 |
| **Manufacturing** | 133 | 84 | 30 | 1 | 937 | 485 | 46 | 1 | 1,602 | 1,246 | 82 | 8 | 740 | 619 | 36 | 4 | 19,203 | 12,585 | 606 | 125 | 22,762 | 15,335 | 2,087 | 717 |
| Foods and Beverages | 37 | 18 | 7 | ..... | 804 | 384 | 22 | ..... | 300 | 180 | 36 | 4 | 236 | 188 | 21 | ..... | 1,866 | 1,259 | 75 | 8 | 3,049 | 1,798 | 258 | 33 |
| Tobacco and Tobacco Products | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 124 | 84 | ..... | ..... | 18 | 13 | ..... | ..... |
| Rubber Products | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | 2 | ..... | ..... | 2 | 1 | ..... | ..... | 290 | 198 | 29 | ..... | 262 | 144 | 18 | 17 |
| Leather Products | 1 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | 9 | 6 | ..... | ..... | 7 | 8 | ..... | ..... | 846 | 560 | 11 | 3 | 396 | 260 | 4 | 5 |
| Textile Products (except clothing) | 1 | 1 | ..... | ..... | 3 | 3 | ..... | ..... | 13 | 5 | 7 | ..... | 4 | 3 | ..... | ..... | 1,845 | 1,396 | 19 | 16 | 1,401 | 1,181 | 28 | 15 |
| Clothing (textile and fur) | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... | 8 | 7 | 1 | ..... | 16 | 15 | ..... | ..... | 4,193 | 2,609 | 19 | 16 | 1,206 | 877 | 17 | 7 |
| Wood Products | 2 | 2 | ..... | ..... | 88 | 86 | ..... | ..... | 135 | 87 | ..... | ..... | 222 | 193 | 2 | ..... | 1,888 | 1,460 | 40 | 31 | 1,728 | 1,269 | 132 | 29 |
| Paper Products | 30 | 25 | 5 | ..... | ..... | ..... | ..... | ..... | 10 | 9 | ..... | ..... | 74 | 70 | 1 | ..... | 1,035 | 744 | 154 | 5 | 1,520 | 631 | 664 | 63 |
| Printing, Publishing and Allied Industries | 2 | 2 | ..... | ..... | 4 | 4 | ..... | ..... | 26 | 7 | 4 | ..... | 22 | 11 | 4 | ..... | 711 | 352 | 42 | 9 | 1,004 | 584 | 140 | 12 |
| Iron and Steel Products | 2 | 1 | ..... | ..... | 4 | 5 | ..... | ..... | 390 | 366 | 13 | 1 | 38 | 30 | 3 | 2 | 1,841 | 1,111 | 102 | 15 | 4,354 | 3,221 | 243 | 112 |
| Transportation Equipment | 5 | 4 | ..... | ..... | 3 | 3 | ..... | 1 | 599 | 500 | 3 | 3 | 28 | 19 | 3 | 2 | 1,314 | 792 | 83 | 10 | 2,288 | 1,597 | 143 | 247 |
| Non-Ferrous Metal Products | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 4 | 1 | ..... | ..... | 19 | 16 | ..... | ..... | 667 | 396 | 3 | 6 | 1,110 | 820 | 29 | 56 |
| Electrical Apparatus and Supplies | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 14 | 6 | 6 | ..... | 3 | 1 | ..... | ..... | 467 | 220 | 3 | ..... | 1,462 | 996 | 66 | 30 |
| Non-Metallic Mineral Products | 14 | 4 | 6 | ..... | ..... | ..... | ..... | ..... | 75 | 60 | 8 | ..... | 18 | 16 | ..... | ..... | 417 | 315 | 7 | ..... | 753 | 546 | 72 | 45 |
| Products of Petroleum and Coal | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 3 | ..... | 3 | ..... | ..... | ..... | ..... | ..... | 66 | 31 | ..... | ..... | 163 | 102 | 21 | 15 |
| Chemical Products | 11 | 4 | 7 | 1 | 30 | ..... | 24 | ..... | 13 | 10 | ..... | ..... | 39 | 38 | 1 | ..... | 1,064 | 668 | 12 | 5 | 1,154 | 652 | 204 | 16 |
| Miscellaneous Manufacturing Industries | 28 | 22 | 5 | ..... | ..... | ..... | ..... | ..... | 2 | ..... | 1 | ..... | 12 | 10 | 1 | ..... | 569 | 390 | 7 | 1 | 894 | 644 | 48 | 15 |

| | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Construction** | 158 | 88 | 12 | 436 | 270 | 242 | 12 | 84 | 1,068 | 589 | 109 | 113 | 3,046 | 1,712 | 119 | 73 | 8,341 | 6,514 | 349 | 239 | 14,921 | 11,152 | 1,391 | 472 |
| General Contractors | 127 | 71 | 8 | 436 | 226 | 206 | 6 | 82 | 856 | 475 | 75 | 109 | 2,905 | 1,601 | 105 | 72 | 5,996 | 4,691 | 275 | 210 | 10,762 | 8,157 | 1,067 | 378 |
| Special Trade Contractors | 31 | 17 | 4 | ..... | 44 | 36 | 6 | 2 | 212 | 114 | 34 | 4 | 141 | 111 | 14 | 1 | 2,345 | 1,823 | 74 | 29 | 4,159 | 2,995 | 324 | 94 |
| **Transportation, Storage and Communication** | 64 | 29 | 3 | ..... | 37 | 27 | 6 | ..... | 274 | 106 | 99 | 36 | 327 | 191 | 49 | 8 | 2,606 | 1,235 | 791 | 2 | 4,311 | 2,577 | 871 | 65 |
| Transportation | 36 | 29 | 3 | ..... | 32 | 23 | 6 | ..... | 218 | 76 | 83 | 36 | 276 | 155 | 47 | 8 | 2,155 | 1,028 | 775 | 2 | 3,418 | 2,063 | 750 | 47 |
| Storage | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 19 | 6 | 12 | ..... | 19 | 14 | ..... | ..... | 126 | 75 | 8 | ..... | 644 | 378 | 106 | 14 |
| Communication | 28 | ..... | ..... | ..... | 5 | 4 | ..... | ..... | 37 | 24 | 4 | ..... | 32 | 22 | 2 | ..... | 325 | 132 | 8 | ..... | 249 | 136 | 15 | 4 |
| **Public Utility Operation** | 1 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | 57 | 50 | 5 | ..... | 3 | 3 | ..... | ..... | 280 | 201 | 4 | 6 | 647 | 520 | 43 | 11 |
| **Trade** | 79 | 50 | 6 | ..... | 453 | 235 | 175 | 1 | 1,569 | 739 | 269 | 7 | 943 | 627 | 101 | ..... | 8,081 | 4,640 | 536 | 26 | 13,554 | 7,326 | 2,244 | 90 |
| Wholesale | 22 | 14 | 3 | ..... | 195 | 122 | 51 | 1 | 472 | 185 | 166 | 7 | 318 | 202 | 60 | ..... | 2,190 | 1,120 | 145 | 5 | 4,187 | 2,052 | 1,080 | 35 |
| Retail | 57 | 36 | 3 | ..... | 258 | 113 | 124 | ..... | 1,097 | 554 | 103 | ..... | 625 | 425 | 41 | ..... | 5,891 | 3,520 | 391 | 21 | 9,367 | 5,274 | 1,164 | 55 |
| **Finance, Insurance and Real Estate** | 8 | 3 | 1 | ..... | 21 | 16 | 2 | ..... | 143 | 76 | 10 | ..... | 121 | 65 | 13 | ..... | 1,334 | 732 | 43 | 8 | 1,887 | 1,199 | 66 | 16 |
| **Service** | 766 | 207 | 19 | ..... | 694 | 253 | 272 | 9 | 3,574 | 1,532 | 1,326 | 78 | 2,408 | 1,049 | 677 | 26 | 26,145 | 11,864 | 7,732 | 227 | 32,192 | 15,372 | 8,442 | 592 |
| Community or Public Service | 18 | 11 | 7 | ..... | 55 | 32 | 6 | 1 | 219 | 113 | 39 | 1 | 188 | 91 | 46 | ..... | 1,123 | 616 | 164 | 2 | 2,433 | 1,377 | 283 | 18 |
| Government Service | 666 | 148 | ..... | ..... | 85 | 76 | 4 | 4 | 819 | 669 | 31 | 71 | 450 | 413 | 13 | ..... | 3,320 | 2,857 | 7 | 21 | 4,814 | 4,048 | 195 | 92 |
| Recreation Service | 2 | 2 | ..... | ..... | 18 | 10 | 10 | ..... | 91 | 23 | 57 | ..... | 72 | 30 | 25 | ..... | 475 | 269 | 58 | 5 | 1,664 | 587 | 520 | 26 |
| Business Service | 3 | 3 | ..... | ..... | 71 | 8 | 56 | ..... | 92 | 30 | 14 | ..... | 45 | 29 | 2 | 1 | 1,257 | 784 | 28 | 1 | 1,767 | 964 | 184 | 29 |
| Personal Service | 77 | 43 | 12 | ..... | 465 | 127 | 196 | 4 | 2,353 | 697 | 1,185 | 6 | 1,653 | 486 | 591 | 25 | 19,970 | 7,338 | 7,475 | 198 | 21,514 | 8,396 | 7,260 | 427 |
| **Totals** | 1,382 | 585 | 71 | 521 | 2,595 | 1,330 | 514 | 97 | 9,326 | 4,835 | 1,910 | 443 | 8,915 | 5,101 | 1,023 | 283 | 75,574 | 44,389 | 10,500 | 1,532 | 101,017 | 58,420 | 18,302 | 2,542 |
| Men | 1,139 | 512 | 71 | 521 | 1,157 | 820 | 230 | 92 | 5,984 | 3,316 | 868 | 425 | 6,668 | 4,061 | 566 | 280 | 46,356 | 31,359 | 3,256 | 1,365 | 64,667 | 40,181 | 10,710 | 2,162 |
| Women | 243 | 73 | ..... | ..... | 1,438 | 510 | 284 | 5 | 3,342 | 1,519 | 1,042 | 18 | 2,247 | 1,040 | 457 | 3 | 29,218 | 13,030 | 7,244 | 167 | 36,350 | 18,239 | 7,592 | 380 |

(1) Current and deferred vacancies reported during the period.

## TABLE D-6.—VACANCIES [1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, APRIL 1 TO JUNE 30, 1954

Source: U.I.C. (751)

| Industry | Manitoba | | | | Saskatchewan | | | | Alberta | | | | British Columbia | | | | Canada | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | |
| | | Regular | Casual | Transfers out | | Regular | Casual | Transfers out | | Regular | Casual | Transfers out | | Regular | Casual | Transfers out | | Regular | Casual | Transfers out |
| **Agriculture** | **696** | **413** | **51** | **48** | **2,163** | **1,447** | **23** | **259** | **3,275** | **2,396** | **30** | **280** | **7,355** | **997** | **5,168** | **11** | **23,450** | **9,067** | **8,762** | **1,756** |
| **Forestry** | **87** | **34** | **2** | **7** | **29** | **8** | ..... | ..... | **153** | **103** | **53** | **16** | **1,664** | **1,394** | **21** | **72** | **12,688** | **9,125** | **173** | **712** |
| **Fishing and Trapping** | **7** | **5** | ..... | ..... | **2** | **2** | ..... | ..... | **3** | **4** | ..... | ..... | **7** | **3** | ..... | ..... | **45** | **36** | **1** | **5** |
| **Mining, Quarrying and Oil Wells** | **177** | **100** | **3** | **74** | **113** | **65** | **8** | **37** | **1,297** | **741** | **11** | **252** | **800** | **445** | **22** | **266** | **4,694** | **3,013** | **92** | **759** |
| Metal Mining | 168 | 95 | 3 | 48 | 3 | 3 | ..... | 12 | 426 | 190 | 1 | 109 | 489 | 347 | ..... | 248 | 2,273 | 1,569 | 35 | 526 |
| Fuels | 4 | 1 | ..... | 19 | 75 | 35 | 8 | 13 | 682 | 441 | 7 | 66 | 24 | 18 | 3 | 17 | 1,084 | 739 | 24 | 129 |
| Non-Metal Mining | ..... | ..... | ..... | 2 | 6 | 3 | ..... | 4 | 1 | ..... | ..... | 68 | 207 | 51 | ..... | ..... | 796 | 336 | 1 | 74 |
| Quarrying, Clay and Sand Pits | 1 | 2 | ..... | ..... | 3 | 4 | ..... | ..... | 7 | 7 | ..... | ..... | 24 | 8 | 17 | ..... | 227 | 184 | 24 | 5 |
| Prospecting | 4 | 2 | ..... | 5 | 26 | 20 | ..... | 8 | 181 | 103 | 3 | 9 | 56 | 21 | 2 | 1 | 314 | 185 | 8 | 25 |
| **Manufacturing** | **3,495** | **2,152** | **453** | **29** | **1,097** | **727** | **183** | **45** | **1,737** | **1,131** | **182** | **32** | **5,964** | **4,696** | **485** | **127** | **57,670** | **39,060** | **4,190** | **1,089** |
| Foods and Beverages | 671 | 377 | 99 | ..... | 355 | 228 | 91 | ..... | 381 | 251 | 45 | 2 | 1,068 | 801 | 115 | 3 | 8,767 | 5,484 | 769 | 50 |
| Tobacco and Tobacco Products | ..... | 1 | ..... | ..... | ..... | ..... | ..... | ..... | 16 | 13 | ..... | ..... | ..... | ..... | ..... | ..... | 158 | 111 | ..... | ..... |
| Rubber Products | 8 | 5 | ..... | ..... | 2 | 2 | ..... | ..... | ..... | ..... | ..... | ..... | 3 | 2 | ..... | ..... | 568 | 354 | 47 | 17 |
| Leather Products | 65 | 39 | 5 | 1 | 3 | 3 | ..... | ..... | 16 | 8 | ..... | ..... | 44 | 36 | 2 | ..... | 1,387 | 921 | 22 | 9 |
| Textile Products (except clothing) | 98 | 55 | 11 | ..... | 7 | 5 | ..... | ..... | 41 | 28 | 2 | ..... | 57 | 42 | 5 | ..... | 3,470 | 2,719 | 72 | 31 |
| Clothing (textile and fur) | 966 | 702 | 28 | 1 | 50 | 40 | ..... | ..... | 81 | 53 | 3 | ..... | 125 | 84 | 5 | ..... | 6,646 | 4,387 | 73 | 24 |
| Wood Products | 263 | 148 | 56 | ..... | 60 | 34 | 11 | 1 | 176 | 114 | 23 | ..... | 2,739 | 2,395 | 121 | 101 | 7,301 | 5,788 | 385 | 162 |
| Paper Products | 85 | 59 | 16 | 16 | 7 | 6 | ..... | 2 | 40 | 18 | ..... | 1 | 329 | 235 | 24 | 2 | 3,130 | 1,797 | 864 | 89 |
| Printing, Publishing and Allied Industries | 186 | 93 | 35 | ..... | 72 | 51 | 2 | ..... | 68 | 49 | 4 | 1 | 212 | 127 | 29 | ..... | 2,307 | 1,280 | 260 | 22 |
| Iron and Steel Products | 455 | 272 | 90 | 1 | 124 | 82 | 25 | 2 | 210 | 108 | 34 | 1 | 441 | 292 | 82 | 5 | 7,859 | 5,488 | 592 | 139 |
| Transportation Equipment | 204 | 116 | 22 | ..... | 143 | 101 | 6 | 5 | 277 | 170 | 15 | 8 | 368 | 257 | 26 | 16 | 5,229 | 3,559 | 301 | 292 |
| Non-Ferrous Metal Products | 44 | 23 | 1 | 1 | 3 | 3 | ..... | 7 | 24 | 10 | 1 | 4 | 208 | 172 | 12 | ..... | 2,079 | 1,441 | 46 | 74 |
| Electrical Apparatus and Supplies | 78 | 58 | 5 | 3 | 5 | 4 | ..... | 7 | 10 | 9 | ..... | ..... | 38 | 21 | 3 | ..... | 2,077 | 1,315 | 83 | 40 |
| Non-Metallic Mineral Products | 103 | 60 | 23 | ..... | 85 | 67 | 13 | ..... | 209 | 160 | 23 | 5 | 49 | 30 | 9 | ..... | 1,723 | 1,258 | 161 | 50 |
| Products of Petroleum and Coal | 96 | 64 | 5 | ..... | 111 | 55 | 16 | 19 | 30 | 26 | 2 | 9 | 88 | 60 | 21 | ..... | 557 | 338 | 68 | 43 |
| Chemical Products | 127 | 51 | 54 | 6 | 62 | 40 | 18 | 2 | 128 | 98 | 27 | 1 | 145 | 108 | 24 | ..... | 2,773 | 1,669 | 371 | 31 |
| Miscellaneous Manufacturing Industries | 46 | 29 | 3 | ..... | 8 | 6 | 1 | ..... | 30 | 16 | 3 | ..... | 50 | 34 | 7 | ..... | 1,639 | 1,151 | 76 | 16 |
| **Construction** | **2,189** | **1,722** | **86** | **32** | **2,744** | **1,966** | **204** | **26** | **2,640** | **1,796** | **325** | **45** | **2,826** | **2,076** | **405** | **43** | **38,203** | **27,857** | **3,012** | **1,563** |
| General Contractors | 1,782 | 1,410 | 76 | 18 | 2,243 | 1,590 | 173 | 26 | 1,877 | 1,284 | 218 | 33 | 2,233 | 1,696 | 296 | 35 | 29,007 | 21,181 | 2,299 | 1,399 |
| Special Trade Contractors | 407 | 312 | 10 | 14 | 501 | 376 | 31 | ..... | 763 | 512 | 107 | 12 | 593 | 380 | 109 | 8 | 9,196 | 6,676 | 713 | 164 |
| **Transportation, Storage and Communication** | **1,012** | **551** | **174** | **27** | **912** | **635** | **115** | **38** | **1,233** | **836** | **161** | **41** | **1,382** | **902** | **224** | **3** | **12,158** | **7,089** | **2,493** | **220** |
| Transportation | 793 | 482 | 72 | 27 | 737 | 504 | 93 | 15 | 1,067 | 749 | 118 | 41 | 1,169 | 778 | 191 | 2 | 9,901 | 5,887 | 2,138 | 178 |
| Storage | 172 | 40 | 102 | ..... | 116 | 86 | 14 | 7 | 88 | 37 | 41 | ..... | 81 | 39 | 31 | 1 | 1,265 | 675 | 314 | 22 |
| Communication | 47 | 29 | ..... | ..... | 59 | 45 | 8 | 16 | 78 | 50 | 2 | ..... | 132 | 85 | 2 | ..... | 992 | 527 | 41 | 20 |

| | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Public Utility Operation** | 86 | 61 | ..... | 2 | 31 | 28 | ..... | 5 | 119 | 59 | 27 | 8 | 77 | 74 | 5 | 2 | 1,301 | 997 | 84 | 34 |
| **Trade** | 3,590 | 1,417 | 1,311 | 6 | 2,633 | 1,467 | 717 | 36 | 3,308 | 1,900 | 707 | 13 | 4,390 | 2,538 | 953 | 23 | 38,600 | 20,939 | 7,019 | 202 |
| Wholesale | 1,652 | 610 | 676 | 4 | 1,026 | 502 | 397 | 15 | 1,479 | 741 | 456 | 2 | 1,370 | 766 | 330 | 2 | 12,911 | 6,314 | 3,364 | 71 |
| Retail | 1,938 | 807 | 635 | 2 | 1,607 | 965 | 320 | 21 | 1,829 | 1,159 | 251 | 11 | 3,020 | 1,772 | 623 | 21 | 25,689 | 14,625 | 3,655 | 131 |
| **Finance Insurance and Real Estate** | 657 | 241 | 68 | ..... | 255 | 204 | 15 | 2 | 568 | 281 | 17 | 3 | 679 | 406 | 16 | ..... | 5,673 | 3,223 | 251 | 29 |
| **Service** | 8,962 | 2,404 | 4,704 | 180 | 5,964 | 2,392 | 1,322 | 246 | 8,463 | 3,665 | 2,392 | 168 | 10,119 | 5,633 | 1,920 | 72 | 99,287 | 44,371 | 28,806 | 1,598 |
| Community or Public Service | 685 | 237 | 217 | 5 | 1,486 | 311 | 45 | 80 | 735 | 459 | 66 | 21 | 675 | 469 | 66 | 3 | 7,617 | 3,746 | 939 | 131 |
| Government Service | 1,182 | 847 | 13 | 148 | 1,296 | 885 | 33 | 146 | 1,403 | 1,360 | 16 | 57 | 2,720 | 2,096 | 66 | 32 | 16,755 | 13,399 | 378 | 571 |
| Recreation Service | 472 | 132 | 186 | ..... | 230 | 55 | 146 | ..... | 193 | 69 | 71 | 1 | 227 | 114 | 30 | 1 | 3,444 | 1,291 | 1,103 | 33 |
| Business Service | 228 | 126 | 14 | 5 | 193 | 111 | 70 | 11 | 415 | 262 | 30 | 13 | 481 | 271 | 67 | 2 | 4,552 | 2,588 | 465 | 62 |
| Personal Service | 6,395 | 1,062 | 4,274 | 22 | 2,759 | 1,000 | 1,028 | 9 | 5,717 | 1,515 | 2,209 | 76 | 6,016 | 2,683 | 1,691 | 34 | 66,919 | 23,347 | 25,921 | 801 |
| **Totals** | 20,958 | 9,100 | 6,852 | 405 | 15,943 | 8,941 | 2,587 | 694 | 22,796 | 12,912 | 3,905 | 858 | 35,263 | 19,164 | 9,219 | 622 | 293,769 | 164,777 | 54,883 | 7,997 |
| Men | 10,669 | 6,293 | 1,714 | 380 | 11,080 | 6,653 | 1,882 | 537 | 13,613 | 8,517 | 2,332 | 722 | 18,631 | 12,489 | 3,266 | 565 | 179,964 | 114,201 | 24,895 | 7,049 |
| Women | 10,289 | 2,807 | 5,138 | 25 | 4,863 | 2,288 | 705 | 157 | 9,183 | 4,395 | 1,573 | 136 | 16,632 | 6,675 | 5,953 | 57 | 113,805 | 50,576 | 29,988 | 948 |

(1) Current and deferred vacancies reported during the period.

# E—Unemployment Insurance

## TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Estimated Number Receiving Benefit in Last Week of the Month* | Month of June 1954 | | | |
|---|---|---|---|---|---|
| | | Number Commencing Benefit | Days Benefit Paid (Disability Days in Brackets) | | Amount of Benefit Paid |
| | | | | | $ |
| Newfoundland | 3,540 | 903 | 128,686 | (646) | 449,788 |
| Prince Edward Island | 484 | 110 | 15,102 | (224) | 42,786 |
| Nova Scotia | 5,124 | 3,073 | 202,947 | (4,312) | 653,598 |
| New Brunswick | 5,998 | 2,491 | 224,314 | (2,478) | 725,855 |
| Quebec | 67,297 | 29,088 | 1,760,271 | (33,139) | 5,316,441 |
| Ontario | 56,634 | 33,412 | 1,765,982 | (20,244) | 5,527,013 |
| Manitoba | 5,994 | 807 | 203,729 | (4,889) | 600,144 |
| Saskatchewan | 2,029 | 766 | 68,319 | (1,883) | 205,151 |
| Alberta | 7,451 | 3,443 | 220,726 | (4,575) | 720,441 |
| British Columbia | 14,129 | 7,849 | 460,807 | (9,291) | 1,461,012 |
| Total, Canada, June, 1954 | 168,680 | 81,942 | 5,050,883 | (81,681) | 15,702,229 |
| Total, Canada, May, 1954 | 246,269 | 87,468 | 6,575,003 | (81,922) | 20,709,106 |
| Total, Canada, June, 1953 | 90,859 | 49,161 | 2,731,888 | (.....) | 8,408,071 |

* Week containing last day of the month.

## TABLE E-2.—ORDINARY AND SUPPLEMENTARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT JUNE 30, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES *INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province and Sex | Days Continuously on the Register | | | | | | | June 30, 1954 Total |
|---|---|---|---|---|---|---|---|---|
| | Total | 6 and less | 8–12 | 13–24 | 25–48 | 49–72 | 73 and over | |
| Newfoundland | 4,975 (21) | 591 | 297 | 405 | 925 | 919 | 1,838 | 2,974 |
| Male | 4,738 (19) | 551 | 276 | 381 | 887 | 887 | 1,756 | 2,783 |
| Female | 237 (2) | 40 | 21 | 24 | 38 | 32 | 82 | 191 |
| Prince Edward Island | 692 (8) | 116 | 64 | 73 | 113 | 68 | 258 | 514 |
| Male | 528 (4) | 96 | 51 | 62 | 77 | 44 | 198 | 378 |
| Female | 164 (4) | 20 | 13 | 11 | 36 | 24 | 60 | 136 |
| Nova Scotia | 8,339 (137) | 1,649 | 685 | 923 | 1,318 | 927 | 2,837 | 7,831 |
| Male | 7,109 (121) | 1,445 | 599 | 790 | 1,128 | 784 | 2,363 | 6,870 |
| Female | 1,230 (16) | 204 | 86 | 133 | 190 | 143 | 474 | 961 |
| New Brunswick | 8,980 (115) | 1,177 | 755 | 957 | 1,683 | 1,484 | 2,924 | 6,798 |
| Male | 7,503 (100) | 973 | 643 | 797 | 1,456 | 1,332 | 2,302 | 5,771 |
| Female | 1,477 (15) | 204 | 112 | 160 | 227 | 152 | 622 | 1,027 |
| Quebec | 67,246 (1,193) | 10,846 | 6,556 | 7,989 | 11,307 | 9,361 | 21,187 | 47,731 |
| Male | 48,072 (763) | 7,701 | 4,601 | 5,553 | 7,880 | 7,062 | 15,275 | 33,836 |
| Female | 19,174 (430) | 3,145 | 1,955 | 2,436 | 3,427 | 2,299 | 5,912 | 13,895 |
| Ontario | 70,026 (993) | 12,974 | 6,928 | 8,348 | 11,430 | 7,685 | 22,661 | 30,547 |
| Male | 50,103 (712) | 9,483 | 5,325 | 6,039 | 7,928 | 5,208 | 16,120 | 20,386 |
| Female | 19,923 (281) | 3,491 | 1,603 | 2,309 | 3,502 | 2,477 | 6,541 | 10,161 |
| Manitoba | 8,391 (186) | 1,438 | 660 | 943 | 1,209 | 996 | 3,145 | 4,455 |
| Male | 5,397 (131) | 951 | 416 | 554 | 698 | 632 | 2,146 | 2,569 |
| Female | 2,994 (55) | 487 | 244 | 389 | 511 | 364 | 999 | 1,886 |
| Saskatchewan | 2,790 (61) | 451 | 227 | 254 | 376 | 293 | 1,189 | 1,175 |
| Male | 1,847 (44) | 282 | 139 | 166 | 228 | 188 | 844 | 693 |
| Female | 943 (17) | 169 | 88 | 88 | 148 | 105 | 345 | 482 |
| Alberta | 8,629 (135) | 1,798 | 707 | 1,000 | 1,315 | 1,065 | 2,744 | 3,360 |
| Male | 6,961 (113) | 1,449 | 582 | 803 | 1,046 | 909 | 2,172 | 2,420 |
| Female | 1,668 (22) | 349 | 125 | 197 | 269 | 156 | 572 | 940 |
| British Columbia | 19,463 (256) | 3,515 | 1,744 | 2,450 | 3,334 | 2,157 | 6,263 | 14,445 |
| Male | 14,855 (199) | 2,766 | 1,398 | 1,922 | 2,472 | 1,670 | 4,627 | 10,733 |
| Female | 4,608 (57) | 749 | 346 | 528 | 862 | 487 | 1,636 | 3,712 |
| CANADA | 199,531 (3,105) | 34,555 | 18,623 | 23,342 | 33,010 | 24,955 | 65,046 | 119,830 |
| Male | 147,113 (2,206) | 25,697 | 14,030 | 17,067 | 23,800 | 18,716 | 47,803 | 86,439 |
| Female | 52,418 (899) | 8,858 | 4,593 | 6,275 | 9,210 | 6,239 | 17,243 | 33,391 |

* These data are shown in brackets and include short-time and temporary lay-off claimants.

## TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JUNE 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Claims filed at Local Offices | | | Disposal of Claims (including claims pending from previous months) | | | |
|---|---|---|---|---|---|---|---|
| | Total | Initial | Renewal | Total Disposed of | Entitled to Benefit | Not Entitled to Benefit | Pending |
| Newfoundland | 1,332 | 1,033 | 299 | 1,378 | 858 | 520 | 590 |
| Prince Edward Island | 277 | 180 | 97 | 264 | 207 | 57 | 68 |
| Nova Scotia | 3,980 | 2,317 | 1,663 | 3,981 | 3,174 | 807 | 1,030 |
| New Brunswick | 3,024 | 1,880 | 1,144 | 3,228 | 2,557 | 671 | 723 |
| Quebec | 35,657 | 20,881 | 14,776 | 36,918 | 30,378 | 6,540 | 10,183 |
| Ontario | 49,724 | 26,807 | 22,917 | 49,850 | 42,600 | 7,250 | 10,094 |
| Manitoba | 3,589 | 2,183 | 1,406 | 3,779 | 2,932 | 847 | 473 |
| Saskatchewan | 1,182 | 805 | 377 | 1,197 | 884 | 313 | 241 |
| Alberta | 5,522 | 3,021 | 2,501 | 5,638 | 4,394 | 1,244 | 1,202 |
| British Columbia | 10,510 | 5,521 | 4,989 | 10,772 | 8,357 | 2,415 | 2,222 |
| Total Canada, June 1954 | 114,797* | 64,628 | 50,169 | 117,005† | 96,341 | 20,664 | 26,826 |
| Total Canada, May 1954 | 113,427 | 67,021 | 46,406 | 126,316 | 97,520 | 28,796 | 29,034 |
| Total Canada, June 1953 | 72,752 | 44,853 | 27,899 | 68,372 | 95,532 | 18,249 | 21,718 |

* In addition, revised claims received numbered 18,258. †In addition, 19,026 revised claims were disposed of. Of these, 1,372 were special requests not granted, and 886 were appeals by claimants. There were 2,177 revised claims pending at the end of the month.

## TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Chief Reasons for Non-Entitlement | Month of June, 1954 | Month of May, 1954 | Month of June, 1953 |
|---|---|---|---|
| Benefit year not established | 10,276 | 19,284 | 6,858 |
| *Claimants Disqualified** | | | |
| Not unemployed | 3,053 | 2,948 | 6,018 |
| Not capable of and not available for work | 2,414 | 2,127 | 1,504 |
| Loss of work due to a labour dispute | 407 | 141 | 345 |
| Refused offer of work and neglected opportunity to work | 1,075 | 963 | 1,274 |
| Discharged for misconduct | 830 | 724 | 593 |
| Voluntarily left employment without just cause | 5,345 | 4,876 | 4,419 |
| Failure to fulfill additional conditions imposed upon certain married women | 1,193 | 1,004 | 826 |
| Other reasons† | 2,418 | 2,556 | 1,406 |
| Total | 27,011 | 34,623 | 23,243 |

* Data for June 1954 inlcude 6,347 on revised claims.

† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

## TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| At Beginning of Month: | Total | Employed | Claimants* |
|---|---|---|---|
| 1954—May | 3,161,000 | 2,822,600 | 338,400 |
| April | 3,317,000 | 2,805,300 | 511,700† |
| March | 3,342,000 | 2,829,400 | 512,600† |
| February | 3,339,000 | 2,844,200 | 494,800† |
| January | 3,328,000 | 2,937,000 | 391,000† |
| 1953—December | 3,276,000 | 3,037,500 | 238,500 |
| November | 3,230,000 | 3,076,400 | 153,600 |
| October | 3,220,000 | 3,100,600 | 119,400 |
| September | 3,197,000 | 3,085,700 | 111,300 |
| August | 3,171,000 | 3,060,100 | 110,900 |
| July | 3,161,000 | 3,041,200 | 119,800 |
| June | 3,116,000 | 2,972,900 | 143,100 |
| May | 3,119,000 | 2,903,800 | 215,200 |

*Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

## TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JULY 31, 1954

SOURCE: Unemployment Insurance Commission

| Fiscal Year Ended March 31 | Receipts | | | | | Disbursements | | | Balance in Fund |
|---|---|---|---|---|---|---|---|---|---|
| | Contributions (Gross less refunds) | | Fines | Interest on Investments and Profit on Sale of Securities | Total Revenue | Benefit Payments | | | |
| | Employer and Employee | Government | | | | Ordinary | Supplementary Classes 1 and 2 | Total | |
| | $ | $ | $ | $ | $ | $ | $ | $ | $ |
| TO 1950 | 644,786,331 88 | 128,886,931 60 | 41,539 99 | 61,989,796 65 | 835,704,600 12 | 252,319,395 71 | 738,233 89 | 253,057,627 60 | 582,646,972 52 |
| 1951 | 128,744,248 84 | 25,796,703 41 | 34,656 50 | 15,630,847 06 | 170,206,455 81 | 83,082,101 75 | 5,190,949 79 | 88,273,051 54 | 664,580,376 79 |
| 1952 | 153,887,858 49 | 30,805,704 77 | 33,344 00 | 19,046,503 98 | 203,773,411 24 | 85,559,677 68 | 4,594,758 92 | 90,154,436 60 | 778,199,351 43 |
| 1953 | 155,184,595 03 | 31,036,836 18 | 36,085 94 | 22,950,737 44 | 209,208,254 59 | 128,814,174 79 | 7,008,266 57 | 135,822,441 36 | 851,585,164 66 |
| 1954 | 158,673,276 19 | 31,735,867 91 | 36,833 77 | 26,094,504 24 | 216,540,482 11 | 174,619,903 03 | 12,231,610 40 | 186,851,513 43 | 881,274,133 34 |
| TO 1954 | 1,241,276,310 43 | 248,262,043 87 | 182,460 20 | 145,712,389 37 | 1,635,433,203 87 | 724,395,250 96 | 29,763,819 57 | 754,159,070 53 | 881,274,133 34 |
| April | 13,983,783 36 | 2,791,191 90 | 2,925 75 | 2,203,262 63 | 18,981,163 64 | 25,364,305 38 | 4,456,593 48 | 29,820,898 86 | 870,434,398 12 |
| May | 13,115,221 43 | 2,610,732 42 | 2,200 00 | 2,197,571 44 | 17,925,725 29 | 20,697,662 24 | 421,760 95 | 21,119,423 19 | 867,240,700 22 |
| June | 12,114,552 80 | 2,439,791 98 | 3,807 50 | 2,310,828 32 | 16,868,980 60 | 15,685,208 51 | 15,677 10 | 15,700,885 61 | 868,408,795 21 |
| July | *13,281,935 03 | 2,655,665 24 | 3,532 00 | 2,234,212 08 | 18,175,344 35 | 12,747,220 26 | 40,499 11cr. | 12,706,721 15 | 873,877,418 41 |
| Sub-Total | 52,495,492 62 | 10,497,381 54 | 12,465 25 | 8,945,874 47 | 71,951,213 88 | 74,494,396 39 | 4,853,532 42 | 79,347,928 81 | 873,877,418 41 |
| Total | 1,293,771,803 05 | 258,759,425 41 | 194,925 45 | 154,658,263 84 | 1,707,384,417 75 | 798,889,647 35 | 34,617,351 99 | 833,506,999 34 | 873,877,418 41 |

* Stamps $5,817,653.16 Meter $1,530,432.24 Bulk $5,548,413.61 D.V.A. $385,436.02 Total $13,281,935.03

## TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO AUGUST 1954

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

| — | Total | Food | Shelter | Clothing | Household Operation | Other Commodities and Services |
|---|---|---|---|---|---|---|
| 1949—January | 99·8 | 100·8 | 99·2 | 99·7 | 99·9 | 98·9 |
| February | 99·7 | 99·7 | 99·3 | 99·7 | 100·2 | 99·4 |
| March | 99·4 | 98·7 | 99·2 | 100·0 | 100·1 | 99·5 |
| April | 99·3 | 98·1 | 99·6 | 100·2 | 100·1 | 99·5 |
| May | 99·2 | 97·9 | 99·7 | 100·3 | 99·8 | 99·8 |
| June | 99·6 | 99·2 | 99·7 | 100·3 | 99·7 | 99·8 |
| July | 100·0 | 100·2 | 100·3 | 100·3 | 99·7 | 99·8 |
| August | 100·4 | 101·3 | 100·2 | 100·1 | 99·6 | 99·9 |
| September | 100·4 | 101·2 | 100·5 | 100·2 | 99·6 | 99·9 |
| October | 100·6 | 100·8 | 100·5 | 99·8 | 100·6 | 100·9 |
| November | 101·0 | 101·9 | 100·5 | 99·7 | 100·5 | 101·0 |
| December | 100·5 | 100·3 | 101·0 | 99·7 | 100·4 | 101·1 |
| Year | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 |
| 1950—January | 100·1 | 98·1 | 101·1 | 99·6 | 100·6 | 102·0 |
| February | 100·2 | 98·4 | 101·1 | 99·5 | 100·6 | 102·2 |
| March | 100·9 | 98·8 | 104·7 | 98·9 | 100·8 | 102·2 |
| April | 101·2 | 99·8 | 104·9 | 99·2 | 101·2 | 102·2 |
| May | 101·2 | 99·3 | 105·1 | 99·1 | 101·1 | 102·2 |
| June | 101·9 | 100·9 | 105·9 | 99·1 | 101·5 | 102·3 |
| July | 102·7 | 102·6 | 107·4 | 99·1 | 101·6 | 102·4 |
| August | 103·3 | 103·8 | 107·8 | 99·3 | 102·6 | 102·5 |
| September | 104·3 | 105·4 | 108·7 | 99·9 | 103·4 | 103·0 |
| October | 105·9 | 107·6 | 109·0 | 100·6 | 104·6 | 105·2 |
| November | 106·4 | 108·4 | 109·5 | 101·0 | 105·1 | 105·4 |
| December | 106·6 | 108·4 | 109·6 | 101·3 | 105·5 | 105·7 |
| Year | 102·9 | 102·6 | 106·2 | 99·7 | 102·4 | 103·1 |
| 1951—January | 107·7 | 109·9 | 110·0 | 102·6 | 107·1 | 107·4 |
| February | 109·1 | 111·0 | 110·4 | 105·1 | 108·6 | 108·0 |
| March | 110·8 | 114·1 | 111·5 | 106·7 | 110·5 | 108·3 |
| April | 111·7 | 115·5 | 111·8 | 108·5 | 111·4 | 108·6 |
| May | 112·2 | 114·3 | 112·4 | 109·0 | 112·7 | 110·4 |
| June | 113·7 | 115·8 | 115·2 | 109·5 | 113·8 | 111·8 |
| July | 114·6 | 117·9 | 115·5 | 109·7 | 114·3 | 112·2 |
| August | 115·5 | 119·0 | 114·8 | 110·7 | 115·1 | 113·4 |
| September | 116·5 | 120·5 | 117·2 | 111·9 | 115·5 | 113·6 |
| October | 117·1 | 121·3 | 117·2 | 114·1 | 115·8 | 114·1 |
| November | 117·9 | 122·5 | 118·2 | 114·5 | 115·9 | 114·8 |
| December | 118·1 | 122·5 | 118·2 | 115·2 | 116·4 | 115·9 |
| Year | 113·7 | 117·0 | 114·4 | 109·8 | 113·1 | 111·5 |
| 1952—January | 118·2 | 122·4 | 118·3 | 114·9 | 116·4 | 115·5 |
| February | 117·6 | 120·8 | 118·3 | 113·5 | 116·3 | 115·8 |
| March | 116·9 | 117·6 | 119·1 | 112·9 | 116·9 | 116·4 |
| April | 116·8 | 117·2 | 119·4 | 112·5 | 116·8 | 116·6 |
| May | 115·9 | 115·5 | 119·6 | 112·3 | 116·2 | 115·6 |
| June | 116·0 | 115·7 | 120·4 | 111·8 | 115·9 | 115·7 |
| July | 116·1 | 116·0 | 120·6 | 111·7 | 115·9 | 115·6 |
| August | 116·0 | 115·7 | 120·6 | 111·6 | 115·8 | 115·8 |
| September | 116·1 | 115·8 | 121·2 | 110·9 | 116·0 | 115·8 |
| October | 116·0 | 115·1 | 121·5 | 109·9 | 116·2 | 116·4 |
| November | 116·1 | 115·7 | 121·4 | 109·8 | 115·9 | 116·6 |
| December | 115·8 | 114·1 | 122·2 | 109·7 | 116·1 | 116·6 |
| 1953—January | 115·7 | 113·5 | 122·3 | 109·7 | 116·5 | 116·7 |
| February | 115·5 | 112·7 | 122·5 | 109·6 | 116·6 | 116·7 |
| March | 114·8 | 111·6 | 122·5 | 109·7 | 116·7 | 115·2 |
| April | 114·6 | 110·9 | 122·7 | 109·7 | 116·9 | 115·0 |
| May | 114·4 | 110·1 | 122·9 | 110·1 | 116·6 | 115·1 |
| June | 114·9 | 111·4 | 123·6 | 110·1 | 116·6 | 115·1 |
| July | 115·4 | 112·7 | 123·9 | 110·3 | 117·0 | 115·2 |
| August | 115·7 | 112·8 | 124·1 | 110·4 | 117·2 | 115·8 |
| September | 116·2 | 114·0 | 124·2 | 110·4 | 117·4 | 115·9 |
| October | 116·7 | 115·5 | 124·5 | 110·3 | 117·5 | 116·0 |
| November | 116·2 | 113·4 | 125·0 | 110·3 | 117·4 | 116·3 |
| December | 115·8 | 112·1 | 125·2 | 110·2 | 117·4 | 116·3 |
| 1954—January | 115·7 | 111·6 | 125·4 | 110·1 | 117·5 | 116·4 |
| February | 115·7 | 111·7 | 125·4 | 110·0 | 117·5 | 116·5 |
| March | 115·5 | 110·7 | 125·6 | 109·8 | 117·6 | 116·6 |
| April | 115·6 | 110·4 | 125·6 | 109·9 | 118·1 | 117·2 |
| May | 115·5 | 110·2 | 125·8 | 109·9 | 117·3 | 117·5 |
| June | 116·1 | 112·0 | 126·4 | 109·7 | 117·1 | 117·5 |
| July | 116·2 | 112·1 | 126·6 | 109·6 | 117·2 | 117·6 |
| August | 117·0 | 114·4 | 127·0 | 109·6 | 117·2 | 117·7 |

## TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY, 1954

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

| — | Total | | | Food | Shelter | Clothing | Household Operation | Other Commodities and Services |
|---|---|---|---|---|---|---|---|---|
| | July 2nd, 1953 | June 1st, 1954 | July 2nd, 1954 | | | | | |
| (1) St. John's, Nfld. | 101·9 | 102·5 | 102·6 | 100·2 | 107·3 | 102·0 | 104·0 | 102·7 |
| Halifax | 113·7 | 113·9 | 113·8 | 105·7 | 122·9 | 116·0 | 119·2 | 116·1 |
| Saint John | 115·8 | 116·2 | 116·2 | 109·5 | 121·0 | 118·5 | 116·5 | 122·9 |
| Montreal | 117·3 | 117·0 | 117·2 | 115·1 | 133·3 | 110·2 | 115·9 | 116·8 |
| Ottawa | 115·2 | 116·1 | 116·4 | 111·4 | 128·5 | 113·4 | 116·0 | 118·6 |
| Toronto | 117·2 | 118·2 | 118·8 | 112·0 | 141·0 | 111·4 | 116·4 | 119·0 |
| Winnipeg | 115·2 | 115·3 | 115·5 | 111·9 | 123·6 | 115·1 | 113·4 | 117·3 |
| Saskatoon—Regina | 113·9 | 114·1 | 114·1 | 110·6 | 114·1 | 116·6 | 118·5 | 112·8 |
| Edmonton—Calgary | 114·7 | 114·8 | 114·8 | 110·4 | 119·4 | 113·8 | 115·8 | 118·1 |
| Vancouver | 116·5 | 117·1 | 117·0 | 111·2 | 125·0 | 113·3 | 124·5 | 118·8 |

N. B. Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

| Locality | Beef | | | | | Pork | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Sirloin steak, per lb. | Round steak, per lb. | Blade roast, (blade removed), per lb. | Stewing, boneless, per lb. | Hamburger, per lb. | Fresh loin, centre cut, chops, per lb. | Fresh shoulder roast, hock-off, per lb. | Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg. | Sausage, pure pork, per lb. |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | |
| 1—St. John's | 99·4 | ..... | [a] 66·3 | [a] 47·3 | 63·7 | 81·3 | 78·1 | [c] 48·2 | 59·5 |
| **P.E.I.—** | | | | | | | | | |
| 2—Charlottetown | 70·0 | 65·0 | 55·2 | 43·0 | 41·0 | 74·2 | 63·0 | 45·7 | 53·8 |
| **Nova Scotia—** | | | | | | | | | |
| 3—Halifax | 81·9 | 70·6 | [a] 48·2 | 49·0 | 45·8 | 79·5 | 59·4 | 56·6 | 59·1 |
| 4—Sydney | 76·1 | 70·5 | [a] 51·7 | 52·7 | 47·8 | 75·8 | 61·4 | 51·4 | 50·6 |
| **New Brunswick—** | | | | | | | | | |
| 5—Moncton | 72·6 | 67·1 | 49·5 | 45·0 | 40·0 | 80·7 | 57·8 | 53·6 | 53·8 |
| 6—Saint John | 78·6 | 70·7 | [a] 51·0 | 50·6 | 44·9 | 80·3 | 58·6 | 55·2 | 51·7 |
| **Quebec—** | | | | | | | | | |
| 7—Chicoutimi | 90·0 | 87·8 | 57·8 | 46·6 | 43·5 | 71·8 | 68·0 | 50·7 | 47·5 |
| 8—Hull | 73·5 | 73·5 | 48·6 | 47·5 | 39·6 | 77·7 | 58·5 | 50·9 | 58·6 |
| 9—Montreal | 93·2 | 87·2 | [a] 49·0 | 54·3 | 40·6 | 77·3 | 59·3 | 54·0 | 60·8 |
| 10—Quebec | 92·6 | 86·2 | [a] 48·6 | 46·8 | 47·1 | 70·6 | 56·6 | 47·9 | 54·5 |
| 11—Sherbrooke | 85·1 | 77·9 | 50·5 | 52·8 | 35·3 | 77·2 | 57·7 | 52·6 | 44·8 |
| 12—Sorel | 82·5 | 77·0 | 53·8 | 44·3 | 43·3 | 71·0 | 54·3 | 53·0 | 60·5 |
| 13—Three Rivers | 93·0 | 80·3 | 43·8 | 44·4 | 39·8 | 73·6 | 58·6 | 52·5 | 60·8 |
| **Ontario—** | | | | | | | | | |
| 14—Brantford | 71·6 | 68·0 | 51·2 | 47·3 | 37·2 | 77·0 | 54·5 | 53·3 | 55·1 |
| 15—Cornwall | 71·0 | 71·2 | [a] 46·0 | 48·4 | 39·0 | 75·5 | 58·6 | 52·5 | 58·6 |
| 16—Fort William | 72·6 | 70·6 | [a] 48·3 | 52·0 | 43·3 | 74·3 | ..... | 49·6 | 59·7 |
| 17—Hamilton | 78·1 | 72·5 | 49·9 | 50·7 | 40·3 | 79·3 | 52·8 | 53·4 | 52·1 |
| 18—Kirkland Lake | 76·5 | 72·5 | 48·2 | 48·6 | 42·3 | 81·5 | [d] 63·0 | 57·2 | 61·5 |
| 19—London | 77·7 | 73·7 | 49·6 | 48·8 | 41·5 | 77·4 | 57·0 | 53·7 | 55·4 |
| 20—North Bay | 73·0 | 72·3 | 44·8 | 45·0 | 41·4 | 76·8 | ..... | 52·1 | 50·8 |
| 21—Oshawa | 72·3 | 70·1 | 46·6 | 46·7 | 39·1 | 79·8 | 50·4 | 52·8 | 48·8 |
| 22—Ottawa | 75·2 | 71·2 | 48·3 | 50·3 | 36·7 | 77·4 | 55·9 | 52·3 | 58·3 |
| 23—Sault Ste. Marie | 72·5 | 72·0 | [a] 49·4 | 54·1 | 47·6 | 79·7 | 61·8 | 53·0 | 57·6 |
| 24—Sudbury | 69·4 | 68·0 | [a] 49·8 | 49·4 | 39·3 | 74·3 | [d] 63·0 | 49·2 | 50·5 |
| 25—Toronto | 78·6 | 72·8 | [a] 53·9 | 49·0 | 39·5 | 79·2 | 51·4 | 52·8 | 48·6 |
| 26—Windsor | 74·2 | 69·1 | [a] 48·4 | 52·6 | 40·6 | 79·4 | [d] 58·6 | 53·7 | 57·4 |
| **Manitoba—** | | | | | | | | | |
| 27—Winnipeg | 77·4 | 70·0 | 51·7 | 48·6 | 43·9 | 75·5 | [d] 57·2 | 50·7 | 51·4 |
| **Saskatchewan—** | | | | | | | | | |
| 28—Regina | 72·9 | 67·2 | [a] 50·0 | 50·3 | 40·2 | 70·5 | [d] 57·0 | 51·5 | 54·2 |
| 29—Saskatoon | 72·1 | 70·5 | [a] 49·8 | 57·0 | 46·6 | 70·1 | [d] 58·0 | 50·3 | 52·2 |
| **Alberta—** | | | | | | | [d] | | |
| 30—Calgary | 72·6 | 67·7 | 54·2 | 52·5 | 40·1 | 70·1 | 59·2 | 49·0 | 52·4 |
| 31—Edmonton | 68·9 | 65·3 | [a] 43·3 | 50·0 | 38·5 | 66·1 | 51·4 | 49·8 | 45·2 |
| **British Columbia—** | | | | | | | | | |
| 32—Prince Rupert | 85·8 | 74·5 | [a] 52·0 | 50·8 | 42·7 | 79·0 | 67·2 | 52·4 | 62·6 |
| 33—Trail | 77·0 | 69·0 | 55·0 | 56·0 | ..... | 76·0 | 64·0 | 48·7 | 63·0 |
| 34—Vancouver | 88·6 | 75·4 | 56·6 | 54·9 | 45·2 | 81·4 | [d] 64·4 | 53·1 | 56·7 |
| 35—Victoria | 88·5 | 78·8 | 57·4 | 57·2 | 50·9 | 78·8 | 59 1 | 50·8 | 53·7 |

## FOODS AND COAL BY CITIES, JULY, 1954

Bureau of Statistics

| Locality | Lamb, leg roast, per lb. | Flour, white, all-purpose, per lb. | Bread, plain white, wrapped, sliced, per lb. | Corn flakes, per 8 oz. pkg. | Sugar, granulated, per lb. | Jam, strawberry, with pectin, per 32 oz. jar | Eggs, fresh, Grade "A" large, carton, per doz. | Milk, fresh, per quart | Butter, creamery, first grade, per 1 lb. print. |
|---|---|---|---|---|---|---|---|---|---|
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | |
| 1—St. John's | ..... | 8·4 | 12·7 | 20·4 | 10·8 | 57·2 | [f] 71·1 | [h] 32·0 | 74·0 |
| **P.E.I.—** | | | | | | | | | |
| 2—Charlottetown | 86·7 | 8·9 | 14·4 | 19·4 | 9·9 | 52·1 | [g] 50·3 | 17·0 | 64·8 |
| **Nova Scotia—** | | | | | | | | | |
| 3—Halifax | 73·8 | 8·8 | 12·8 | 18·6 | 9·0 | 49·8 | [g] 58·6 | 20·5 | 64·2 |
| 4—Sydney | 70·2 | 8·9 | 14·0 | 19·4 | 10·1 | 50·4 | [g] 59·4 | 22·0 | 65·5 |
| **New Brunswick—** | | | | | | | | | |
| 5—Moncton | ..... | 8·8 | 15·6 | 18·6 | 9·4 | 51·6 | [g] 59·0 | 20·0 | 64·2 |
| 6—Saint John | 87·0 | 8·5 | 13·3 | 18·9 | 9·3 | 48·7 | [g] 60·9 | 21·0 | 65·8 |
| **Quebec—** | | | | | | | | | |
| 7—Chicoutimi | ..... | 8·4 | 16·0 | 19·4 | 9·7 | 55·2 | 62·8 | 20·0 | 59·7 |
| 8—Hull | 82·3 | 7·8 | 12·7 | 17·5 | 9·6 | 45·5 | [g] 59·8 | 22·0 | 59·3 |
| 9—Montreal | 90·8 | 8·0 | 12·7 | 17·4 | 8·7 | 49·9 | 64·3 | 20·0 | 60·5 |
| 10—Quebec | 88·8 | 7·8 | 12·5 | 17·9 | 9·0 | 52·4 | 60·4 | 20·0 | 61·1 |
| 11—Sherbrooke | 81·0 | 7·9 | 13·1 | 17·9 | 8·6 | 49·4 | [g] 60·2 | 20·0 | 60·0 |
| 12—Sorel | ..... | 7·8 | 12·7 | 18·0 | 8·9 | 47·2 | [g] 54·3 | 19·0 | 58·9 |
| 13—Three Rivers | ..... | 8·0 | 12·7 | 17·4 | 9·4 | 50·3 | 57·3 | 19·0 | 58·7 |
| **Ontario—** | | | | | | | | | |
| 14—Brantford | ..... | 8·1 | 12·7 | 17·6 | 9·3 | 45·1 | [g] 60·1 | 21·0 | 60·6 |
| 15—Cornwall | ..... | 7·7 | 12·7 | 18·1 | 9·3 | 46·8 | [g] 59·4 | 20·0 | 61·0 |
| 16—Fort William | ..... | 7·9 | 14·0 | 19·0 | 9·8 | 53·2 | [g] 55·1 | 23·0 | 62·7 |
| 17—Hamilton | 98·0 | 8·2 | 12·7 | 17·7 | 9·6 | 45·4 | [g] 63·7 | 22·0 | 62·8 |
| 18—Kirkland Lake | ..... | 8·2 | 12·0 | 18·9 | 10·0 | 51·0 | 61·0 | 25·0 | 62·4 |
| 19—London | 88·2 | 8·0 | 12·7 | 17·5 | 9·6 | 46·0 | [g] 58·8 | 21·0 | 63·0 |
| 20—North Bay | ..... | 8·5 | 13·0 | 19·1 | 10·4 | 47·8 | [g] 65·5 | 22·0 | 63·4 |
| 21—Oshawa | ..... | 7·9 | 12·7 | 17·6 | 9·3 | 46·0 | [g] 60·0 | 21·0 | 61·4 |
| 22—Ottawa | 98·3 | 8·0 | 12·7 | 17·4 | 9·3 | 48·3 | 63·5 | 21·6 | 60·9 |
| 23—Sault Ste. Marie | ..... | 8·3 | 13·3 | 19·3 | 10·4 | 49·7 | 61·3 | 23·0 | 63·1 |
| 24—Sudbury | ..... | 8·2 | 13·3 | 18·3 | 10·2 | 48·6 | 58·8 | 23·0 | 62·2 |
| 25—Toronto | 95·2 | 7·9 | 12·7 | 17·4 | 9·0 | 44·1 | [g] 61·2 | 22·0 | 62·1 |
| 26—Windsor | 83·4 | 8·3 | 12·7 | 17·8 | 9·7 | 48·7 | 61·3 | 22·0 | 61·9 |
| **Manitoba—** | | | | | | | | | |
| 27—Winnipeg | 98·3 | 7·5 | 15·0 | 17·7 | 10·9 | [t] 70·6 | [g] 57·2 | 21·0 | 61·6 |
| **Saskatchewan—** | | | | | | | | | |
| 28—Regina | 77·0 | 7·9 | 14·4 | 18·5 | 11·4 | [t] 68·1 | 52·3 | 19·0 | 60·4 |
| 29—Saskatoon | ..... | 7·8 | 13·6 | 17·7 | 13·0 | [t] 64·5 | [g] 50·9 | 20·5 | 61·0 |
| **Alberta—** | | | | | | | | | |
| 30—Calgary | 85·2 | 7·6 | 14·4 | 18·1 | 11·3 | [t] 64·8 | [g] 54·3 | 21·0 | 63·2 |
| 31—Edmonton | 79·4 | 7·8 | 14·4 | 17·9 | 11·1 | [t] 64·3 | [g] 51·9 | 20·0 | 65·3 |
| **British Columbia—** | | | | | | | | | |
| 32—Prince Rupert | 92·0 | 8·5 | 14·0 | 18·6 | 10·6 | [t] 63·1 | 61·9 | 31·0 | 66·9 |
| 33—Trail | ..... | 8·1 | 17·0 | 18·4 | 11·0 | [t] 68·5 | [g] 63·4 | 23·0 | 66·0 |
| 34—Vancouver | 85·9 | 7·9 | 16·0 | 17·8 | 9·3 | [t] 58·3 | [g] 60·1 | 21·4 | 65·9 |
| 35—Victoria | 92·4 | 7·9 | 16·0 | 17·9 | 9·6 | [t] 60·3 | [g] 62·6 | 24·0 | 66·7 |



94541—10

| Locality | Cheese, plain, processed, per ½ lb. pkg. | Margarine, per 1 lb. pkg. | Lard, pure, per 1 lb. pkg. | Shortening, per 1 lb. pkg. | Salmon, canned, fancy pink, per ½ lb. flat | Orange juice, unsweetened, per 20 oz. tin | Peaches, choice, halves, per 15 oz. tin | Canned Vegetables: Tomatoes, choice, 2½'s (28 oz.) per tin | Canned Vegetables: Peas, choice, per 20 oz. tin | Canned Vegetables: Corn, cream, choice, per 20 oz. tin |
|---|---|---|---|---|---|---|---|---|---|---|
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | | |
| 1—St. John's | 35·4 | 32·5 | ..... | 34·7 | ..... | 18·5 | 48·1 s | 27·3 | 25·0 | 23·2 |
| **P.E.I.—** | | | | | | | | | | |
| 2—Charlottetown | 36·5 | ..... | 29·4 | 32·1 | 27·7 | 19·6 | 21·0 | 24·3 | 23·3 | 21·4 |
| **Nova Scotia—** | | | | | | | | | | |
| 3—Halifax | 35·6 | 40·4 | 29·8 | 31·1 | 25·4 | 18·1 | 21·9 | 23·2 | 23·8 | 19·7 |
| 4—Sydney | 36·1 | 38·6 | 28·1 | 30·4 | 26·1 | 21·4 | 23·2 | 23·4 | 23·2 | 19·7 |
| **New Brunswick—** | | | | | | | | | | |
| 5—Moncton | 35·8 | 37·8 | 29·8 | 30·7 | 25·5 | 17·0 | 22·5 | 21·8 | 23·4 | 19·1 |
| 6—Saint John | 36·2 | 39·2 | 30·6 | 30·9 | 25·9 | 17·3 | 22·1 | 20·9 | 24·7 | 18·1 |
| **Quebec—** | | | | | | | | | | |
| 7—Chicoutimi | 35·4 | ..... | 29·7 | 34·0 | 26·1 | 18·3 | ..... | 20·2 | 22·5 | 20·0 |
| 8—Hull | 32·3 | ..... | 27·5 | 29·0 | 24·5 | 16·8 | 19·8 | 18·1 | 21·3 | 16·3 |
| 9—Montreal | 32·9 | ..... | 28·1 | 30·1 | 24·9 | 17·1 | 19·4 | 17·3 | 21·3 | 19·4 |
| 10—Quebec | 34·3 | ..... | 29·1 | 31·1 | 25·2 | 17·4 | 20·3 | 20·1 | 21·2 | 18·2 |
| 11—Sherbrooke | 34·0 | ..... | 25·7 | 29·4 | 24·7 | 17·1 | 21·9 | 18·1 | 20·9 | 19·5 |
| 12—Sorel | 33·3 | ..... | 27·7 | 29·6 | 25·2 | 17·1 | 21·4 | 18·4 | 19·1 | 16·2 |
| 13—Three Rivers | 33·7 | ..... | 25·4 | 29·8 | 25·2 | 17·8 | ..... | 18·7 | 20·6 | 19·7 |
| **Ontario—** | | | | | | | | | | |
| 14—Brantford | 32·7 | 39·4 | 27·6 | 29·6 | 24·8 | 18·0 | 20·6 | 21·4 | 21·2 | 17·9 |
| 15—Cornwall | 33·8 | 37·5 | 28·7 | 29·9 | 24·9 | 17·2 | 20·6 | 18·6 | 19·8 | 17·4 |
| 16—Fort William | 35·6 | 38·9 | 27·1 | 30·0 | 24·5 | 18·8 | 20·4 | 21·6 | 23·0 | 18·4 |
| 17—Hamilton | 32·9 | 39·3 | 28·1 | 30·8 | 24·9 | 18·0 | 21·2 | 20·9 | 21·8 | 16·2 |
| 18—Kirkland Lake | 33·8 | 37·4 | 29·6 | 30·2 | 25·8 | 19·4 | 21·7 | 21·1 | 23·1 | 18·3 |
| 19—London | 32·3 | 38·8 | 29·6 | 29·8 | 24·7 | 18·0 | 20·5 | 21·7 | 20·8 | 17·5 |
| 20—North Bay | 34·0 | 39·0 | 30·2 | 30·3 | 28·2 | 18·8 | ..... | 20·0 | 22·0 | 17·6 |
| 21—Oshawa | 32·8 | 40·3 | 29·0 | 29·2 | 23·5 | 17·5 | 20·2 | 20·8 | 20·4 | 16·6 |
| 22—Ottawa | 33·0 | 39·5 | 28·7 | 30·4 | 24·2 | 17·5 | 21·1 | 18·6 | 22·6 | 17·3 |
| 23—Sault Ste. Marie | 34·4 | 39·7 | 29·9 | 31·1 | 25·6 | 17·3 | ..... | 20·5 | 22·8 | 17·8 |
| 24—Sudbury | 33·0 | 37·2 | 27·8 | 29·2 | 24·8 | 17·2 | ..... | 20·1 | 23·0 | 15·3 |
| 25—Toronto | 32·5 | 39·4 | 28·7 | 29·8 | 23·4 | 16·9 | 21·0 | 20·1 | 21·1 | 17·0 |
| 26—Windsor | 33·1 | 39·6 | 28·9 | 30·4 | 24·4 | 18·8 | 21·3 | 19·4 | m 16·9 | m 15·8 |
| **Manitoba—** | | | | | | | | | | |
| 27—Winnipeg | 35·3 | 40·7 | 23·5 | 29·5 | 24·2 | 17·3 | 22·1 | 22·1 | m 17·0 | 18·0 |
| **Saskatchewan—** | | | | | | | | | | |
| 28—Regina | 35·9 | 41·0 | 25·3 | 31·8 | 25·1 | 18·7 | 22·9 | 23·6 | 23·8 | 19·1 |
| 29—Saskatoon | 35·0 | 39·3 | 23·5 | 31·2 | 24·5 | 19·9 | 22·1 | 22·0 | 22·8 | 19·5 |
| **Alberta—** | | | | | | | | | | |
| 30—Calgary | 33·8 | 39·7 | 22·1 | 31·4 | 24·1 | 18·2 | 21·1 | 25·0 | 20·2 | 20·2 |
| 31—Edmonton | 34·8 | 41·7 | 23·9 | 32·8 | 24·7 | 18·3 | 21·9 | 24·7 | 23·1 | 20·8 |
| **British Columbia—** | | | | | | | | | | |
| 32—Prince Rupert | 37·6 | 40·5 | 27·5 | 33·2 | 25·0 | 22·4 | 23·8 | 28·6 | m 18·3 | m 16·9 |
| 33—Trail | 36·4 | 39·8 | 27·2 | 33·8 | 24·8 | 20·8 | 22·6 | m 27·7 | m 20·8 | m 19·2 |
| 34—Vancouver | 35·1 | 39·7 | 28·3 | 30·1 | 23·7 | 18·2 | 21·9 | 25·9 | m 14·9 | m 15·1 |
| 35—Victoria | 35·1 | 40·1 | 29·1 | 30·5 | 23·0 | 17·0 | 21·0 | 23·8 | m 17·7 | m 15·5 |

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (d) Including butts. (e) Local. (f) Imported (g) Mixed carton and loose.

## FOODS AND COAL BY CITIES, JULY, 1954

Bureau of Statistics

| Locality | Oranges, California, 288's, per doz. | Bananas, yellow, per lb. | Potatoes, Canadian, No. 1, per 10 lbs. | Onions, No. 1 cooking, per lb. | Prunes, medium size, per lb. pkg. | Raisins, seedless, Australian, per lb. | Tea, black, medium quality, per ½ lb. pkg. | Coffee, medium quality, in bags, per lb. | Coal | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | Anthracite, per ton | Bituminous, per ton |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | $ | $ |
| **Newfoundland—** | | | | | | | | | | |
| 1—St. John's | 48·6 | 30·3 | 36·0 | 10·8 | 34·5 | 26·0 k | 64·4 w | 145·8 v | ..... | 22·87 |
| **P.E.I.—** | | | | | | | | | | |
| 2—Charlottetown | 47·1 | 23·4 | 20·7 | 10·0 | 29·0 | 27·3 n | 52·8 | 142·8 v | ..... | 17.50 |
| **Nova Scotia—** | | | | | | | | | | |
| 3—Halifax | 42·3 | 22·3 | 31·1 | 9·2 | 29·0 | 23·7 | 53·9 | 148·2 | ..... | 19.50 |
| 4—Sydney | 46·8 | 25·4 | 27·5 | 9·0 | 30·0 | 26·5 n | 52·8 | 144·1 | ..... | 13.60 |
| **New Brunswick—** | | | | | | | | | | |
| 5—Moncton | 46·8 | 23·0 | 21·1 | 8·5 | 29·3 | 25·4 n | 51·2 | 143·3 v | ..... | 19.50 |
| 6—Saint John | 46·8 | 23·7 | 22·5 | 9·9 | 30·4 | 27·4 n | 56·3 | 153·3 | ..... | 19.69 |
| **Quebec—** | | | | | | | | | | |
| 7—Chicoutimi | 44·7 | 22·3 | 26·0 | 11·0 | ..... | 28·5 n | 58·7 | 141·1 | 28.00 | ..... |
| 8—Hull | 39·0 | 21·9 | 35·7 | 10·0 | 28·2 | 24·8 | 55·6 | 145·0 | 26.50 | ..... |
| 9—Montreal | 43·5 | 20·3 | 54·8 | 9·1 | 30·6 | 24·8 n | 51·1 | 143·0 | 26.24 | ..... |
| 10—Quebec | 42·9 | 20·4 | 22·6 | 9·4 | 30·1 | 25·6 n | 54·7 | 144·6 | 28.25 | ..... |
| 11—Sherbrooke | 42·6 | 19·7 | 25·6 | 8·6 | 30·2 | 24·8 n | 55·2 | 144·1 | 26.00 | ..... |
| 12—Sorel | 42·0 | 19·7 | 26·9 | 9·8 | 29·7 | 23·6 n | 56·0 | 145·1 v | 26.00 | ..... |
| 13—Three Rivers | 42·9 | 21·1 | 24·3 | 9·3 | 28·3 | 24·9 | 55·4 | 139·7 | 25.50 | ..... |
| **Ontario—** | | | | | | | | | | |
| 14—Brantford | 42·0 | 20·7 | 37·1 | 8·1 | 30·8 | 23·2 | 54·0 | 140·3 | 25.20 | ..... |
| 15—Cornwall | 41·1 | 22·9 | 25·2 | 9·5 | 30·8 | 24·7 n | 56·0 | 141·3 | 27.50 | ..... |
| 16—Fort William | 43·8 | 20·4 | 51·3 | 8·4 | 27·8 | 25·7 n | 52·9 | 141·3 | 25.75 | ..... |
| 17—Hamilton | 42·6 | 22·3 | 40·7 | 8·6 | 30·0 | 23·0 n | 53·3 | 142·1 | 24.56 | ..... |
| 18—Kirkland Lake | 47·7 | 21·8 | 33·3 | 9·4 | 32·2 | 25·1 | 56·8 | 141·0 | 31.75 | ..... |
| 19—London | 41·4 | 21·5 | 38·9 | 9·4 | 29·2 | 22·4 | 53·6 | 139·8 | 26.00 | ..... |
| 20—North Bay | 45·0 | 22·2 | 47·2 | 8·3 | ..... | 23·4 n | 54·0 | 147·8 | 27.50 | ..... |
| 21—Oshawa | 42·3 | 21·2 | 33·0 | 8·1 | 27·6 | 22·7 n | 57·2 | 136·3 | 25.60 | ..... |
| 22—Ottawa | 39·6 | 21·9 | 32·4 | 9·4 | 29·4 | 25·2 n | 54·0 | 141·4 | 26.50 | ..... |
| 23—Sault Ste. Marie | 44·4 | 21·7 | 49·4 | 10·0 | 30·3 | 24·4 n | 56·1 | 138·0 | 26.00 | ..... |
| 24—Sudbury | 41·4 | 20·0 | 35·4 | 9·6 | 28·4 | 25·0 k | 52·0 | 135·0 | 26.65 | ..... |
| 25—Toronto | 39·3 | 21·0 | 57·6 | 8·7 | 29·5 | 24·2 n | 52·8 | 137·7 | 23.56 | ..... |
| 26—Windsor | 41·1 | 20·7 | 48·7 | 8·6 | 32·0 | 24·2 n | 54·2 | 142·9 | 26.00 | ..... |
| **Manitoba—** | | | | | | | | | | |
| 27—Winnipeg | 43·5 | 23·0 | 56·6 | 8·3 | 30·1 | 27·2 n | 52·3 | 138·9 | ..... | 21.15 |
| **Saskatchewan—** | | | | | | | | | | |
| 28—Regina | 43·5 | 23·5 | 78·0 | 9·3 | 30·4 | 26·7 | 52·6 | 142·0 | ..... | 18.50 |
| 29—Saskatoon | 48·0 | 24·6 | 70·1 | 11·1 | 32·0 | 26·1 | 50·1 | 139·9 | ..... | 17.98 |
| **Alberta—** | | | | | | | | | | |
| 30—Calgary | 45·0 | 23·8 | 72·1 | 9·4 | 29·6 | 24·7 n | 52·1 | 135·7 | ..... | ..... |
| 31—Edmonton | 48·3 | 23·3 | 71·0 | 10·1 | 31·8 | 25·6 n | 51·5 | 140·3 | ..... | 8.58 |
| **British Columbia—** | | | | | | | | | | |
| 32—Prince Rupert | 45·3 | 24·9 | 68·6 | 9·5 | 29·1 | 26·0 n | 54·5 | 138·1 | ..... | 22.90 |
| 33—Trail | 40·2 | 24·2 | 73·8 | 9·7 | 29·3 | 26·5 n | 52·2 | 138·4 | ..... | 19.75 |
| 34—Vancouver | 38·1 | 20·0 | 72·0 | 8·2 | 26·1 | 23·5 n | 50·6 | 137·8 | ..... | 20.24 |
| 35—Victoria | 37·2 | 20·3 | 71·4 | 8·7 | 29·1 | 24·1 n | 49·5 | 140·4 | ..... | 21.60 |

(h) Evaporated milk, 17·0¢ per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

## TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

Base (1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

| *Commodities | Per | Dec. 1941 | Dec. 1945 | Year 1951 | July 1951 | Year 1952 | July 1952 | Year 1953 | July 1953 | June 1954 | July 1954 | Price July 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Beef, sirloin steak | lb. | 47·4 | 61·0 | 143·5 | 150·4 | 132·7 | 133·8 | 113·0 | 113·9 | 109·5 | 111·1 | 78·2 |
| Beef, round steak | lb. | 44·1 | 59·1 | 142·9 | 149·8 | 133·3 | 135·0 | 112·0 | 112·9 | 108·0 | 108·9 | 73·0 |
| Beef, blade | lb. | 43·7 | 52·7 | 151·3 | 158·6 | 133·5 | 131·1 | 106·2 | 105·0 | 99·2 | 100·3 | 48·5 |
| Beef, stewing boneless | lb. | 41·0 | 48·5 | 155·3 | 162·6 | 142·6 | 140·9 | 115·2 | 113·9 | 104·2 | 105·9 | 49·4 |
| Lamb, leg roast | lb. | 42·2 | 60·3 | 130·1 | 142·6 | 126·7 | 135·2 | 112·2 | 118·0 | 110·4 | 119·0 | 85·7 |
| Pork, fresh loin centre-cut | lb. | 53·3 | 61·2 | 114·8 | 124·3 | 99·0 | 100·7 | 113·7 | 116·4 | 128·3 | 122·1 | 77·9 |
| Pork, fresh shoulder, hock off | lb. | 50·2 | 54·2 | 117·9 | 133·4 | 101·7 | 104·4 | 104·8 | 108·9 | 120·7 | 116·7 | 56·6 |
| Bacon, side, fancy, sliced, rind off | ½ lb. | 56·2 | 61·2 | 95·4 | 96·2 | 78·4 | 74·3 | 101·0 | 103·8 | 122·9 | 122·0 | 51·7 |
| Lard, pure, package | lb. | 66·7 | 73·6 | 121·1 | 120·7 | 72·5 | 63·9 | 88·4 | 81·4 | 117·2 | 112·5 | 26·4 |
| Shortening, package | lb. | 57·4 | 58·6 | 112·4 | 116·7 | 92·3 | 88·9 | 87·4 | 87·4 | 91·7 | 92·3 | 29·8 |
| Eggs, grade "A" large, carton | doz. | 77·3 | 91·1 | 116·5 | 129·4 | 96·0 | 96·1 | 109·9 | 122·6 | 84·5 | 95·9 | 59·0 |
| Milk | qt. | 67·3 | 57·8 | 110·0 | 109·5 | 118·4 | 118·5 | 118·5 | 118·5 | 118·5 | 118·5 | 21·1 |
| Butter, creamery, prints | lb. | 58·2 | 61·4 | 104·9 | 104·7 | 102·4 | 95·8 | 100·7 | 97·0 | 95·3 | 95·3 | 61·6 |
| Cheese, plain, processed, ½ lb | pkg. | 78·2 | 72·6 | 111·1 | 112·0 | 115·9 | 115·4 | 113·2 | 114·1 | 112·7 | 112·7 | 32·9 |
| Bread, plain, white, wrapped, sliced | lb. | 66·7 | 66·7 | 115·5 | 114·5 | 119·3 | 119·7 | 121·5 | 122·8 | 126·8 | 126·8 | 12·5 |
| Flour, all-purpose | lb. | 58·4 | 56·8 | 106·9 | 107·6 | 105·9 | 104·7 | 108·9 | 111·9 | 110·5 | 110·5 | 7·7 |
| Corn Flakes, 8 oz. | pkg. | 61·6 | 60·9 | 113·8 | 114·8 | 122·4 | 123·2 | 123·2 | 123·2 | 123·2 | 123·2 | 17·4 |
| Tomatoes, canned 2½'s | tin | 64·3 | 67·2 | 115·0 | 118·2 | 143·6 | 150·5 | 121·8 | 122·6 | 101·7 | 102·2 | 20·5 |
| Peas, 20 oz. | tin | 77·9 | 82·4 | 107·2 | 107·7 | 116·9 | 116·7 | 120·0 | 120·1 | 118·9 | 118·9 | 20·9 |
| Corn, cream, choice, 20 oz. | tin | 68·5 | 70·7 | 95·9 | 95·5 | 103·2 | 104·1 | 96·3 | 96·3 | 92·0 | 92·0 | 17·6 |
| Onions, cooking | lb. | 68·9 | 83·8 | 99·4 | 139·4 | 158·6 | 182·0 | 119·8 | 133·1 | 115·4 | 120·9 | 8·9 |
| Potatoes, No. 1, table | 10 lbs. | 58·1 | 94·1 | 99·9 | 112·9 | 196·9 | 254·9 | 111·8 | 123·2 | 92·7 | 125·2 | 43·6 |
| Raisins, seedless, bulk or in bag | lb. | 80·0 | 84·6 | 127·5 | 129·5 | 138·9 | 138·9 | 135·2 | 135·5 | 133·2 | 133·2 | 23·5 |
| Oranges, California | doz. | 89·2 | 107·7 | 109·6 | 97·5 | 105·3 | 97·7 | 94·8 | 100·2 | 119·3 | 120·4 | 42·4 |
| Jam, Strawberry, 16 oz. | jar | 74·9 | 76·7 | 114·0 | 114·1 | 110·6 | 110·4 | 104·5 | 102·2 | 106·5 | 106·1 | 24·6 |
| Peaches, 15 oz. | tin | 69·9 | 73·5 | 105·5 | 106·9 | 104·4 | 105·0 | 97·7 | 97·7 | 98·7 | 99·7 | 20·6 |
| Sugar, granulated, bulk or in bag | lb. | 87·5 | 87·5 | 129·8 | 133·0 | 121·0 | 118·2 | 107·8 | 107·3 | 101·9 | 100·8 | 9·3 |
| Coffee, medium quality, in bag | lb. | 72·7 | 66·4 | 163·2 | 164·7 | 163·0 | 161·9 | 164·1 | 163·5 | 218·6 | 219·9 | 136·8 |
| Tea, black, ½ lb | pkg. | 84·3 | 75·7 | 104·2 | 104·5 | 104·9 | 105·1 | 98·1 | 97·1 | 104·0 | 105·6 | 51·7 |

* Description and Units of Sale apply to July, 1954 Prices.

## TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics)

| Country | Canada | United States | Mexico | United Kingdom | Ireland | France | Italy | Sweden | Switzerland | Egypt | South Africa | Australia | New Zealand |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Description of Index: | Consumer Price Index Dominion Bureau of Statistics | Consumer Price Index, Bureau of Labour Statistics | Cost of Living | Index of Retail Prices, Ministry of Labour | Consumer Price Index | Retail Price Index, Statistique Generale | Cost of Living | Consumption Price Index | Cost of Living, Federal Labour Department | Cost of Living | Cost of Living, Census and Statistics Office | Cost of Living, Commonwealth Statistician | Retail Price Index, Government Statistician |
| Localities | | | Mexico City | | | Paris | | | | Cairo | 9 Towns | 6 Capital Cities | 21 Towns |
| Base Period | 1949 | 1947–49 | 1939 | January 1952 | August 1953 | 1949 | 1938 | 1935 | August, 1939 | June–Aug. 1939 | 1938 | 1936–39 =1000 | 1st quarter 1949= 1000 |
| | (a) | (b) | | (b) | | | | | (c) | | | (d) | (d) |
| 1933 | 58·8 | 55·3 | ..... | (i) 140 | (h) 151 | ..... | ..... | ..... | (e) 131 | 99 | 93·2 | ..... | 600 |
| 1939 | 63·2 | 59·4 | 100·0 | (i) 158 | (h) 178 | (m) 108 | ..... | 107·5 | (e) 138 | (k) 103 | 99·9 | 1029 | 748 |
| 1940 | 65·7 | 59·9 | 100·7 | (i) 184 | (h) 205 | (m) 129 | ..... | 122·5 | (e) 151 | 113 | 103·4 | 1051 | 782 |
| 1941 | 69·6 | 62·9 | 104·4 | (i) 199 | (h) 226 | (m) 150 | ..... | 141·7 | (e) 174 | 138 | 108·2 | 1111 | 810 |
| 1944 | 74·6 | 75·2 | 199·1 | (i) 201 | (h) 295 | (m) 285 | ..... | 158·2 | (e) 207 | 279 | 128·8 | 1270 | 872 |
| 1945 | 75·0 | 76·9 | 213·5 | (i) 203 | (h) 295 | (m) 393 | ..... | 157·5 | (e) 209 | 293 | 132·2 | 1270 | 884 |
| 1946 | 77·5 | 83·4 | 266·7 | (i) 203 | (h) 291 | (m) 645 | ..... | 160·3 | (e) 208 | 287 | 134·1 | 1278 | 891 |
| 1947 | 84·8 | 95·5 | 300·3 | (i) 203 | ..... | (m) 1030 | 4575 | 162·1 | (e) 217 | 279 | 139·7 | 1309 | 919 |
| 1948 | 97·0 | 102·8 | 318·9 | (j) 108 | (l) 99 | (m) 1632 | 4847 | 172·4 | (e) 224 | 281 | 147·8 | 1392 | 992 |
| 1949 | 100·0 | 101·8 | 336·0 | (j) 111 | (l) 100 | (m) 1818 | 4915 | 175·9 | (e) 222 | 278 | 153·2 | 1528 | 1009 |
| 1950 | 102·9 | 102·8 | 356·2 | (j) 114 | (l) 101 | (m) 1945 | 4849 | 177·7 | 159·1 | 293 | 159·3 | 1669 | 1066 |
| 1951 | 113·7 | 111·0 | 401·0 | (j) 124 | (l) 109 | 130·1 | 5320 | 207·5 | 166·7 | 319 | 171·0 | 1906 | 1183 |
| 1952 | 116·5 | 113·5 | 455·7 | 102·6 | (l) 118 | 145·4 | 5546 | 223·0 | 171·0 | 317 | 185·9 | 2337 | 1275 |
| 1953 | 115·5 | 114·4 | 451·2 | 105·8 | (l) 125 | 143·7 | 5654 | 224·1 | 169·8 | (n) 296·0 | 192·4 | 2550 | 1333 |
| 1953 March | 114·8 | 113·6 | 449·9 | 105·4 | ..... | 145·2 | 5613 | 224·4 | 169·3 | 299·2 | 189·4 | 2558 | 1307 |
| April | 114·6 | 113·7 | 449·1 | 106·4 | ..... | 144·7 | 5668 | 224·2 | 168·8 | 299·0 | 189·9 | ..... | ..... |
| May | 114·4 | 114·0 | 448·6 | 106·0 | (l) 126 | 145·5 | 5702 | 224·4 | 169·5 | 295·4 | 190·7 | ..... | ..... |
| June | 114·9 | 114·5 | 449·4 | 106·6 | ..... | 145·4 | 5718 | 224·1 | 169·7 | 293·2 | 193·6 | 2586 | 1322 |
| July | 115·4 | 114·7 | 447·5 | 106·6 | ..... | 143·7 | 5633 | 223·3 | 169·5 | 296·2 | 192·7 | ..... | ..... |
| August | 115·7 | 115·0 | 450·6 | 105·9 | 100·0 | 143·1 | 5617 | 224·0 | 169·7 | 294·8 | 195·8 | ..... | ..... |
| September | 116·2 | 115·2 | 452·8 | 105·7 | ..... | 141·0 | 5642 | 224·0 | 170·2 | 295·3 | 196·5 | 2618 | 1337 |
| October | 116·7 | 115·4 | 452·1 | 105·7 | ..... | 141·0 | 5664 | 224·2 | 170·4 | 296·7 | 196·0 | ..... | ..... |
| November | 116·2 | 115·0 | 448·2 | 106·0 | 100·1 | 141·3 | 5691 | 224·1 | 170·4 | (o) | 193·6 | ..... | ..... |
| December | 115·8 | 114·9 | 445·0 | 105·6 | ..... | 142·1 | 5678 | 223·9 | 170·1 | 293·5 | 191·9 | 2624 | 1366 |
| 1954 January | 115·7 | 115·2 | 446·5 | 105·8 | ..... | 143·2 | 5686 | 224·4 | 169·8 | 291·5 | 192·9 | ..... | ..... |
| February | 115·7 | 115·0 | 445·4 | 105·6 | 99·4 | 144·1 | 5710 | 224·6 | 169·5 | 286·8 | 193·0 | ..... | ..... |
| March | 115·5 | 114·8 | 446·6 | 106·6 | ..... | 143·6 | 5693 | 225·6 | 169·4 | 288·1 | 194·0 | 2624 | 1377 |
| April | 115·6 | 114·6 | 449·0 | 107·0 | ..... | 142·4 | 5729 | 228·2 | (p)169·6 | 286·1 | 194·9 | ..... | ..... |
| May | 115·5 | 115·0 | 461·9 | 106·7 | ..... | 144·2 | 5802 | 228·0 | 170·1 | ..... | 194·7 | ..... | ..... |
| June | 116·1 | ..... | ..... | ..... | ..... | 143·8 | ..... | ..... | ..... | ..... | 195·5 | ..... | 1400 |
| July | 116·2 | ..... | ..... | ..... | ..... | 141·9 | ..... | ..... | ..... | ..... | ..... | ..... | ..... |

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918–49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926–46 are on base July, 1914 = 100. (i) Years 1914–47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June–December. (l) Annual averages 1948-53 and monthly index May 1953 on base August 1947 = 100. (m) Annual averages 1939–1950 are on base 1938 = 100. (n) 1953 average is for eleven months. (o) Not available. (p) Corrected.

## TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935–1939 = 100)

SOURCE: Dominion Bureau of Statistics

| | 1913 | 1918 | 1929 | 1933 | 1939 | 1952 | 1953 | June 1953 | May 1954 | June 1954 |
|---|---|---|---|---|---|---|---|---|---|---|
| All Commodities Classified According to Chief Component Material | 83·4 | 166·0 | 124·6 | 87·4 | 99·2 | 226·0 | 220·7 | 221·5 | 218·2 | 217·8 |
| I. Vegetable Products | 79·8 | 175·6 | 125·7 | 81·4 | 89·1 | 210·3 | 199·0 | 197·4 | 196·5 | 194·2 |
| II. Animals and Their Products | 94·4 | 169·3 | 145·2 | 79·1 | 100·6 | 248·2 | 241·7 | 247·6 | 244·5 | 245·0 |
| III. Fibres, Textiles and Textile Products | 81·6 | 220·4 | 128·1 | 97·8 | 98·9 | 251·5 | 239·0 | 240·1 | 233·7 | 233·6 |
| IV. Wood, Wood Products and Paper | 88·7 | 123·7 | 130·3 | 87·2 | 107·5 | 291·0 | 288·6 | 290·5 | 286·2 | 286·4 |
| V. Iron and Its Products | 72·3 | 164·5 | 98·2 | 89·5 | 104·8 | 219·0 | 221·4 | 220·6 | 211·7 | 211·8 |
| *VI. Non-Ferrous Metals and Their Products | 133·9 | 193·0 | 134·9 | 87·5 | 100·0 | 172·9 | 168·6 | 168·6 | 168·0 | 168·3 |
| VII. Non-Metallic Minerals and Their Products | 66·7 | 96·6 | 109·0 | 99·1 | 99·7 | 173·9 | 176·9 | 176·4 | 176·7 | 176·2 |
| VIII. Chemicals and Allied Products | 79·8 | 149·5 | 120·2 | 102·4 | 100·3 | 180·1 | 175·7 | 176·4 | 175·9 | 176·6 |
| Classified According to Degree of Manufacture— | | | | | | | | | | |
| I. All Raw (or partly manufactured) | 85·1 | 154·4 | 126·1 | 79·3 | 94·9 | 218·7 | 207·0 | 207·2 | 207·5 | 206·7 |
| II. All Manufactured (fully or chiefly) | 86·2 | 169·8 | 123·7 | 93·3 | 101·9 | 230·7 | 228·8 | 230·2 | 224·5 | 224·5 |
| Non-Residential Building Materials (1949 = 100) | ..... | ..... | ..... | ..... | 60·3 | 123·2 | 124·4 | 124·6 | 121·1 | 121·2 |
| Residential Building Materials | ..... | ..... | 112·4 | 89·0 | 102·3 | 284·8 | 282·6 | 284·1 | 275·9 | 277·4 |
| Canadian Farm Products Total | ..... | ..... | 140·8 | 69·3 | 92·6 | 250·2 | 219·5 | 226·6 | 209·6 | 209·6 |
| Field | ..... | ..... | 137·2 | 69·3 | 83·7 | 223·0 | 175·1 | 184·5 | 151·2 | 151·9 |
| Animal | ..... | ..... | 144·4 | 69·2 | 101·5 | 277·5 | 263·8 | 268·7 | 268·0 | 267·3 |

* Gold is included from 1935 to date.

The indexes for 1954 are subject to revision.

## TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JULY, 1953-1954†

| Date | Number of Strikes and Lockouts | | Number of Workers Involved | | Time Loss | |
|---|---|---|---|---|---|---|
| | Commencing During Month | In Existence | Commencing During Month | In Existence | In Man-Working Days | Per Cent of Estimated Working Time |
| 1954* | | | | | | |
| January | 24‡ | 24 | 10,619‡ | 10,619 | 156,969 | 0·19 |
| February | 7 | 17 | 749 | 4,631 | 52,270 | 0·06 |
| March | 12 | 18 | 1,107 | 1,722 | 13,945 | 0·02 |
| April | 24 | 33 | 1,657 | 2,268 | 24,661 | 0·03 |
| May | 7 | 20 | 2,032 | 3,341 | 31,040 | 0·04 |
| June | 20 | 31 | 9,086 | 10,157 | 86,085 | 0·10 |
| July | 15 | 29 | 4,410 | 6,607 | 54,111 | 0·07 |
| Cumulative totals | 109 | | 29,660 | | 419,081 | 0·07 |
| 1953 | | | | | | |
| January | 14‡ | 14 | 2,136‡ | 2,136 | 31,050 | 0·04 |
| February | 11 | 19 | 2,448 | 3,757 | 23,777 | 0·03 |
| March | 12 | 20 | 4,479 | 5,405 | 32,998 | 0·04 |
| April | 15 | 22 | 2,854 | 3,626 | 29,180 | 0·03 |
| May | 17 | 30 | 2,740 | 4,752 | 36,097 | 0·04 |
| June | 16 | 31 | 4,809 | 6,452 | 57,300 | 0·07 |
| July | 17 | 32 | 4,653 | 7,399 | 73,898 | 0·09 |
| Cumulative totals | 102 | | 24,119 | | 284,300 | 0·05 |

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knolwedge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY 1954 [1]

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars[2] |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts in Progress Prior to July 1954** | | | | |
| MINING— | | | | |
| Sodium sulphate miners and mill workers, Ormiston, Sask. | 1 | 45 | 945 | Commenced April 1; for a new agreement providing for increased wages and other changes, following reference to conciliation board; terminated July 30; conciliation; compromise. |
| Base metal miners and mill workers, Riondel, B.C. | 1 | 216 | 4,500 | Commenced June 16; for a new agreement providing for increased wages to rates at neighbouring mine, following reference to conciliation board; unterminated. |
| MANUFACTURING— | | | | |
| *Miscellaneous Wood Products*— | | | | |
| Veneer and plywood factory workers, Ste. Therese, Que. | 1 | 175 | 175 | Commenced June 11; for implementation of award of arbitration board for increased wages in new agreement under negotiations; terminated July 2; return of workers and replacement; in favour of employer. |
| Planing and box factory workers, Digby, N.S. | 1 | 190 | 285 | Commenced June 28; for a new agreement providing for reduced hours from 49½ to 44 per week with same take-home pay; terminated July 3; conciliation; in favour of employer. |
| *Metal Products*— | | | | |
| Safe and vault factory workers, Toronto, Ont. | 1 | 200 | 4,200 | Commenced June 10; for implementation of award of conciliation board for reduced hours from 42½ to 40½ per week with same take-home pay and fringe benefits; unterminated. |
| Refrigerator factory workers, London, Ont. | 1 | [3] 460 | 9,600 | Commenced June 28; for a union agreement of one year's duration providing for increased wages and other changes, following reference to conciliation board; unterminated. |
| TRADE— | | | | |
| Department store clerks, Weyburn, Sask. | 1 | 34 | 400 | Commenced June 5; protesting dismissal of 14 workers for refusal to work Saturday night during summer months; terminated July 16; conciliation; in favour of workers. |
| Route salesmen and dairy workers, Prince Albert, Sask. | 1 | 25 | 300 | Commenced June 14; for a union agreement providing for increased wages, union shop and adjustment in seniority; terminated July 17; negotiations; compromise. |
| Ladies wear store clerks, Sudbury, Ont. | 1 | 6 | 140 | Commenced June 29; for a union agreement providing for increased wages and union security; unterminated. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY 1954 (1)

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars(2) |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts in Progress Prior to July 1954**—Concluded | | | | |
| SERVICE— | | | | |
| *Business and Personal*— | | | | |
| Hotel employees, Medicine Hat, Alta. | 6 | 91 | 600 | Commenced February 23; for a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay, following reference to arbitration board; terminated July 12; return of workers and replacement; in favour of employers. |
| Beverage room employees, Calgary, Alta. | 20 | 183 | 1,000 | Commenced April 22; for implementation of award of arbitration board for reduced hours from 44 to 40 per week with same take-home pay, Rand formula for union dues and extension of vacation plan in new agreement under negotiations; terminated by July 14; return of workers and replacement; in favour of employers. |
| Beverage room employees, Lethbridge, Alta. | 7 | 51 | 450 | Commenced April 22; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, extension of vacation plan and for welfare plan, following reference to arbitration board; terminated July 13; negotiations, return of workers and replacement; in favour of employers. |
| Beverage room employees, Windsor, Ont. | 1 | 8 | 16 | Commenced April 23; for a union agreement providing for increased wages and reduced hours from 54 to 48 per week, following reference to conciliation board; terminated July 3; negotiations; compromise. |
| Beverage room employees, Edmonton, Alta. | 23 | 513 | 13,000 | Commenced April 27; for new agreements providing for reduced hours from 44 to 40 per week with same take-home pay and extension of vacation plan, following reference to arbitration board; unterminated. |
| **Strikes and Lockouts Commencing During July 1954** | | | | |
| MINING— | | | | |
| Coal miners, Glace Bay, N.S. | 1 | 1,109 | 2,800 | Commenced July 8; suspension for practice of leaving mine before regular quitting time; terminated July 12; return of workers; in favour of employer. |
| Coal miners, Sydney Mines, N.S. | 1 | 20 | 20 | Commenced July 20; dispute over work available for one miner; terminated July 20; return of workers; in favour of employer. |
| Coal miners, New Waterford, N.S. | 1 | (4) 35 | 175 | Commenced July 23; five-day suspension for leaving mine following mechanical breakdown; terminated July 29; return of workers; in favour of employer. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY 1954 (1)

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars(2) |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts Commencing During July 1954—Continued** | | | | |
| MANUFACTURING— | | | | |
| *Vegetable Foods, etc.*— | | | | |
| Bakery and confectionery workers, Vancouver and Nanaimo, B.C. | 8 | 499 | 8,000 | Commenced July 8; for a new agreement providing for reduced hours from 38 to 35 per week and other changes, following reference to conciliation board; partial return of workers; unterminated. |
| Food processing factory stationary engineers, Leamington, Ont. | 1 | (5) 21 | 210 | Commenced July 19; for a new agreement providing for increased wages retroactive to Aug. 25-53 and time-and-one-half for Saturdays and Sundays, following reference to conciliation board; unterminated. |
| *Tobacco and Liquors*— | | | | |
| Brewery workers, Regina, Sask. | 1 | 130 | 130 | Commenced July 30; for a new agreement providing for increased wages and other changes; unterminated. |
| *Miscellaneous Wood Products* | | | | |
| Sawmill workers, Kapuskasing, Ont. | 2 | (6) 50 | 600 | Commenced July 19; for a new agreement providing for increased wages and production bonus, following reference to conciliation board; unterminated. |
| *Metal Products* | | | | |
| Steel products factory workers, Montreal and Lachine, Que. | 2 | 1,157 | 600 | Commenced July 8; protesting suspension of a worker for being absent without leave; terminated July 9; negotiations; in favour of employers. |
| Structural steel fabricators, Windsor, Ont. | 1 | 650 | 3,400 | Commenced July 23; for implementation of award of conciliation board for institution of job evaluation plan in new agreement under negotiations; unterminated. |
| *Non-Metallic Minerals, Chemicals, etc.*— | | | | |
| Building products factory workers, Ville La Salle, Que. | 1 | 416 | 900 | Commenced July 21; for a new agreement providing for increased wages, following reference to arbitration board; terminated July 23; negotiations; in favour of workers. |
| CONSTRUCTION— | | | | |
| *Buildings and Structures*— | | | | |
| Labourers, Welland, Ont. | 1 | 21 | 90 | Commenced July 26; for increased wages; unterminated. |
| TRANSPORTATION AND PUBLIC UTILITIES— | | | | |
| *Other Local and Highway Transport*— | | | | |
| Truck drivers and warehousemen, Hamilton, Ont. | 1 | 70 | 30 | Commenced July 15; protesting suspension of a driver for damage to load and truck in transit; terminated July 15; return of workers pending reference to arbitration; indefinite. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY 1954 (1)

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars(2) |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts Commencing During July 1954—Concluded** | | | | |
| TRADE— | | | | |
| Brewery warehouse workers, retail stores clerks and truck drivers, Southwestern Ontario. | 21 | 160 | 1,400 | Commenced July 5; protesting removal of helpers from certain trucks and refusal to load and unload non-union trucks; terminated July 16; negotiations; compromise. |
| Glass and paint jobbers, Victoria, B.C. | 2 | 14 | 60 | Commenced July 26; for a greater increase in wages than recommended by conciliation board in new agreements under negotiations; unterminated. |
| SERVICE— | | | | |
| *Business and Personal*— | | | | |
| Cocktail lounge and restaurant employees, London, Ont. | 1 | 58 | 85 | Commenced July 22; protesting dismissal of four workers following altercation over change of job for one worker; terminated July 27; return of workers pending settlement; indefinite. |

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 250 indirectly affected; (4) 69 indirectly affected; (5) 730 indirectly affected; (6) 31 indirectly affected.

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OCTOBER 15, 1954.

# CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

## Current Manpower Situation

*EMPLOYMENT remained stable in most of Canada during September, although there were indications that the usual seasonal peak in labour demand had been reached during the month. This annual peak in employment occurred somewhat later this year than last, owing mainly to the high level of fall construction activity and to an unusually large increase in logging employment. The seasonal easing in labour demand coincided with a withdrawal from the labour force of students and other short-term seasonal workers. The fact that there were more persons leaving the labour force than the decline in the number of jobs available resulted in a decrease in the level of unemployment during the month.*

It is now more than 12 months since an easing began to occur in the exceptionally tight labour market situation that prevailed in the early summer of 1953. Since that time, the economy has proceeded through a period of adjustment, although recent indications point to stability in the level of economic activity. Changing economic conditions have been reflected in a number of changes in Canadian labour markets.

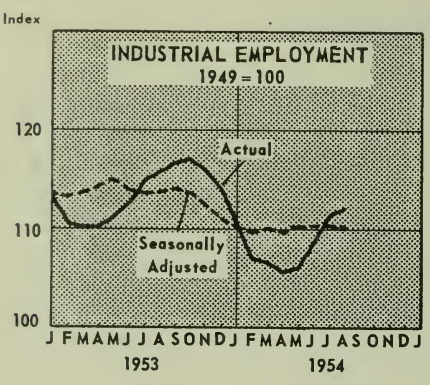
To some extent, the decline in employment in the fall of 1953 was attributable to a fairly general effort to cut back inventories at most levels of production and distribution. Other factors were also involved. The emphasis in consumer expenditures was shifting from durable items to services; foreign trade was becoming increasingly more competitive; the farm sector was having increasing difficulty in marketing its grain. The shift in investment spending from plant and machinery to various types of construction projects, predicted earlier in the year, was also evident.

In addition, the growth of import competition during the year clearly affected the production of numerous domestic manufacturing industries and the decline in some kinds of defence expenditures also affected

A Monthly *Labour Gazette* Feature

employment in some plants. A more general development, as far as the labour market was concerned, was the increased attention being paid by management to more efficient utilization of manpower resources. These factors combined to soften the demand for labour, particularly in certain manufacturing industries.

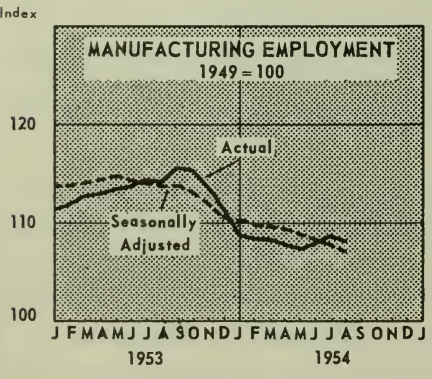
Higher year-to-year levels of unemployment resulted not only from the decline in employment but also from the continued growth in the labour force. When employment declined in Canada last year, for the first time in four years, the seasonal rise in unemployment during the fall and winter was unusually sharp. By the middle of April, a year-to-year comparison showed 122,000 fewer persons with jobs, 138,000 more persons without jobs and seeking work and 176,000 more persons registered for work with the National Employment Service.




After April, employment increased more than seasonally, particularly in the agricultural sector, and some of the loss that occurred during the winter was recovered. By September, over-all employment had almost reached the level of a year earlier but had not increased sufficiently to absorb all of the increase in the labour force. This was reflected in a year-to-year increase in the number of job applications registered with the National Employment Service and in the DBS estimates of persons without jobs and seeking work.

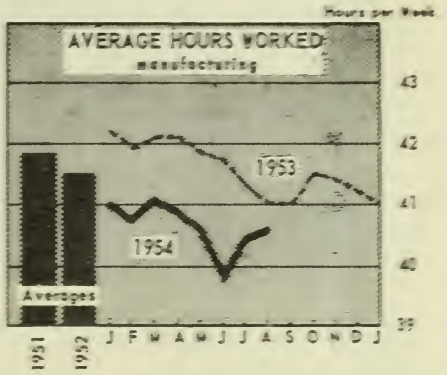
The index of industrial employment, seasonally adjusted, turned downward in May 1953, and in the subsequent 12 months there was a gradual decline amounting to about four per cent. Through the past summer more balanced employment conditions have prevailed and industrial employment has held stable at a point comparable to that of early 1952.

The manufacturing and construction industries were almost wholly responsible for the decline in industrial employment, just as they led in the rise through late 1952 and early 1953. Against the downward trends in these two sectors, a gradual strengthening, in excess of seasonal movements, was established in other industries. Most buoyant were the wholesale and retail trades, finance, insurance and real estate institutions, and service activities. Continuing advances in these sectors, together with an unusually early start in pulpwood logging operations, largely accounted for the recent stability evident in the over-all level of industrial employment.



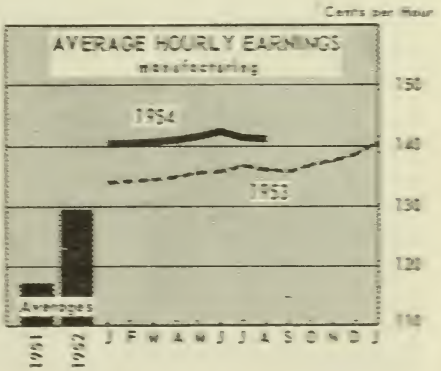
Manufacturing employment, seasonally adjusted, declined almost seven per cent between May 1953 and August 1954. Employment reductions were fairly widespread. In the durable goods sector, the aircraft, shipbuilding, railroad rolling stock and agricultural implements industries experienced the largest reductions, and in turn, resulted in decreases in machinery manufacturing and most of the primary and secondary steel industries. In non-durable goods manufacturing, the textile products and clothing industries recorded comparable losses.

In recent months, while employment has not entirely stabilized in most of the durable goods industries, some strengthening has been apparent in the non-durable goods sector. In the seasonally adjusted employment indexes, minor gains have been recorded in the textile, clothing and leather goods industries; in addition, sustained or rising employment levels have persisted throughout the period in the paper products, non-metallic mineral products, chemical and petroleum industries.




Average hours worked per week in manufacturing during the first half of 1953 remained at, or slightly above, the level of the previous year. By September, last year, however, the trend turned perceptibly downward and a sizeable year-to-year gap developed, which was still in evidence by July of this year. In the case of non-durable goods, the downturn appeared as early as June of 1953; in the case of durables the dip did not come until October. Average hours in both components have, however, remained moderately below last year's levels so far in 1954.

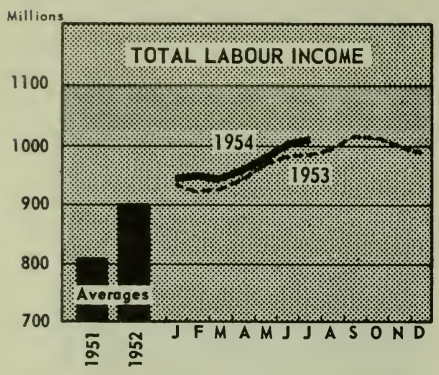
Average hourly earnings in manufacturing continued to rise slowly throughout this period, both non-durable and durable goods manufacturing showing roughly the same gains. At July 1, 1954, however, workers in durable goods production were still earning about 15 per cent more, on an hourly basis, than those engaged in the manufacture of non-durable goods.




Average weekly wages in manufacturing have shown moderate year-to-year gains during recent months but, owing to the decline in manufacturing employment, this has not prevented labour income in this sector from declining.

During the spring and summer of 1953, sizeable year-to-year gains in labour income were still being registered in manufacturing. By the fall, however, the year-to-year margin was steadily narrowing and by February 1954, had fallen below that of Feburary 1953.

In non-manufacturing activities, however, substantial gains in labour income continued to be recorded. This was particularly true of finance and services, utilities and communications (see accompanying chart on labour income).




On balance, while year-to-year gains narrowed perceptibly during the fall and winter months, total labour income remained above the level of the preceding year throughout this period of adjustment. Some slight widening was apparent, in fact, during the summer of 1954, because of increased activity in construction and in some of the primary industries.

The foregoing developments affected the regions differently, according to their economic structure and the changes in population resulting from immigration, natural growth and the inter-regional movement of workers. Up to the middle of 1953, the sections of the country in which manufacturing predominated experienced a rapid expansion and a tight labour supply. Generally speaking, it is in these same areas that the effects of readjustment have been most marked in 1954. As indicated elsewhere in this *Review*, the reduction of labour surpluses proceeded more slowly this summer in the larger, industrialized centres than in other types of labour market areas.

In Ontario, the decline in employment, other than seasonal, was only slight throughout the period under review. Nevertheless, labour surpluses increased markedly because of the significant increase in the labour force. It is notable, moreover, that in recent months agriculture has been largely responsible for the stability of over-all employment in this region, offsetting a decrease in non-agricultural employment.

A similar shift took place in Quebec, although in this province the decline in non-agricultural employment outweighed the gain in agriculture. At the same time, however, the increase in Quebec's labour force was such smaller than in Ontario's, with the result that the increase in unemployment was not as great as in Ontario. The Pacific, Prairie and Atlantic regions all experienced employment declines and sharp increases in labour surpluses during the past winter. Most of the employment losses were recovered during the seasonal increase in activity this summer but unemployment remained higher than a year earlier.

# Labour-Management Relations

DEVELOPMENTS during the past month in the field of collective bargaining were highlighted by the reaching of an agreement in the meat-packing industry and the beginning of a strike of automobile workers. Settlements were reached in the construction, logging, fishing, synthetic rubber and printing industries and arbitration hearings were about to begin in the dispute between the railways and their non-operating employees. Negotiations were still in progress in several other industries, including shipbuilding, electrical goods and transportation. Time loss on account of work stoppages increased sharply during September, making the nine-month total loss for 1954 slightly higher than that of last year.

## Current Bargaining Developments

**Motor Vehicles.** Some 5,700 workers were initially affected by a strike at the Ford Motor Company of Canada, Limited, at Windsor, Ont. The work stoppage followed nearly nine months of contract negotiations between the company and local 200 of the United Automobile Workers of America (CIO-CCL). Wages, welfare benefits, statutory holidays and seniority constituted the main bargaining issues (L.G., Aug., p. 1090).

Within a few days of the start of the Windsor strike, negotiations over similar issues between Ford and the UAW broke down and strike action was initiated at the Oakville, Ont., assembly plant. Negotiations between the company and the union concerning 700 employees of a parts plant at Etobicoke, near Toronto, had reached the conciliation board stage. Employees of this plant could not legally strike before the conciliation board had submitted a report. Prolongation of the strike at Windsor and Oakville was expected to make idle more than 10,000 production and office workers of the company throughout Ontario.

Contract negotiations have been in progress since last spring between the UAW and the Chrysler Corporation of Canada, Limited, at Windsor. Union demands included a 30-cent-an-hour wage increase; the company initially proposed an increase in fringe benefits only. Late in September, a board of conciliation conducted hearings on the dispute but had not reported at the time of writing.

The five-year collective agreement between the UAW and the third large auto producer, General Motors of Canada, Limited, Oshawa, Ont., runs until June 1955, so that collective bargaining in that sector of the industry will not begin until late next spring.

**Meat Packing.** Settlements were reached, following the report of a board of conciliation, in negotiations between the United Packinghouse Workers of America (CIO-CCL) and major meat-packing firms. Details of the settlements were not available at the time writing.

**Construction.** Negotiations continued to prove difficult during September in the few construction trades where new agreements were not reached

this year. Following a week-long strike, electricians in Sarnia, Ont., returned to work when a compromise providing a 10-cent wage increase was agreed upon between contractors and the International Brotherhood of Electrical Workers (AFL-TLC). Early this month, some 3,500 carpenters in Toronto received a 5-cent-an-hour wage increase. Approximately 1,200 bricklayers in the same city went on strike for nine days before settling for a 6-cent wage increase to bring their hourly wage rate to $2.41. Carpenters in Ottawa struck for two weeks before reaching an agreement including a 7-cent-an-hour increase. At mid-October, plumbers were on strike in Montreal, London, and Winnipeg. Wage increases appeared to be the main issue in these disputes involving building contractors, the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-TLC), and, in Montreal, the latter union and the National Syndicate of the Plumbing Industry (CCCL).

**Logging.** A new master agreement was reached in September between two pulp and paper companies and four independent local unions at Grand Falls and Corner Brook, Nfld. Some 10,000 workers engaged in logging operations are covered by the new agreement, which provides an increase from $8.95 to $9.15 per day in basic pay, an increase of 13 cents per cord in cutting rates and other salary adjustments. The four independent unions involved are: the Fishermen's Protective Union, the Newfoundland Labourers' Union, the Newfoundland Lumbermen's Association and the Workers' Central Protective Union. Collective agreements covering logging workers in other parts of Eastern Canada and British Columbia were renewed earlier this year.

**Shipbuilding.** Contract negotiations were begun last month between four major West Coast shipyard operators and a negotiating committee made up of TLC and CCL union representatives. More than 2,000 workers in Vancouver and Victoria, B.C., are covered by this master agreement. Initial union demands were reported to include a 10-per-cent wage increase and additional fringe benefits. No settlement had been reported at this writing in the contract negotiations, in progress for several months (L.G., July, p. 927), for shipyard workers at the Lakehead and in Quebec.

**Fishing.** Collective agreements have now been reached covering all major groups in British Columbia's fishing industry. Late last month, the last group holding out, some 500 fresh fish and cold storage workers, agreed to the terms of a new agreement. Post-conciliation negotiations produced a settlement between the operators and the United Fishermen and Allied Workers' Union (indep.). Under the terms of the two-year agreement, wage rates are increased by 10 cents per hour this year; an additional increase of five and two cents per hour for male and female workers respectively is also scheduled for next year. The work week is to be reduced to 40 hours beginning May 1, 1955. The union had negotiated contracts for fishermen, tendermen and shoreworkers earlier this year.

**Rubber.** Early this month an agreement was reached between the Polymer Corporation, Limited and the United Gas, Coke and Chemical Workers (CIO). Some 1,400 workers producing synthetic rubber at the Sarnia,

Ont., plant of the Government-owned company are covered by the agreement. Under a two-year contract, a wage increase of four per cent and an additional statutory holiday were granted. Another wage increase of three per cent is provided for next year.

**Other Current Bargaining.** Protracted contract disputes in other major areas of collective bargaining had not yet resulted in agreements.

Negotiations between Canadian General Electric Company Limited at Toronto and Peterborough and the United Electrical, Radio and Machine Workers of America (indep.) had been placed before a conciliation board. Early last month, the board directed the parties to undertake further direct negotiations for two weeks before conciliation board procedures would be resumed. No report of agreement has been received to date. Some 7,000 electrical workers are affected by these contract negotiations.

Negotiations have been in progress for some time between the Montreal Transportation Commission and the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) representing 4,600 tramway operators, bus drivers and allied workers. Union demands include a wage increase, reduction of hours from 48 to 40, compulsory check-off and other fringe benefits. The dispute was referred to conciliation early this month.

Negotiations were also in progress between the Greater Winnipeg Transit Commission and the One Big Union representing some 1,100 transit workers. Union demands for wage increases were turned down by a conciliation board, which recommended only improved fringe benefits. Further negotiations were scheduled to take place between the parties.

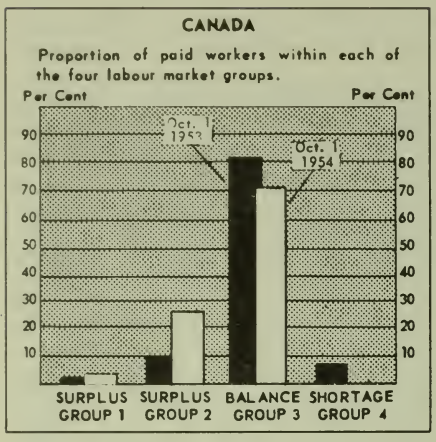
Arbitration hearings in the contract dispute between the railroads and the unions representing some 145,000 non-operating workers (L.G., Sept., p. 1216) are scheduled to open in Montreal at the end of this month. Both parties are reported to have requested the delay in order to complete the preparation of their case.

In the basic steel industry, in the negotiations between Dominion Steel and Coal Corporation Limited, Sydney, N.S., and the United Steelworkers of America (CIO-CCL), the formation of a conciliation board was completed recently with the nomination of Judge A.H. McKinnon as chairman. Union demands include wage increases and improved fringe benefits. Settlements including a 5-cent wage increase were reported last month (L.G., Sept., p. 1215) between the union and the other two major producers, Algoma Steel Corporation, Limited, at Sault Ste. Marie and the Steel Co. of Canada, Limited, at Hamilton.

## Work Stoppages

Preliminary figures for September 1954 indicate a total of 21 strikes and lockouts in progress, involving nearly 10,000 workers and a time-loss of nearly 128,000 man-days, compared with 20 strikes and lockouts in August 1954, inovlving 4,000 workers with a loss of 48,000 man-days. In September 1953 the figures were 41 strikes and lockouts, 17,000 workers involved and a loss of 126,000 man-days.

# Manpower Situation in Local Areas




THE situation in most local areas was characterized by stable or declining levels of unemployment during September; only nine areas were reclassified because of changes in the demand and supply of labour. This is the smallest number of reclassifications this year, a reflection of the stability that generally precedes the seasonal rise in unemployment. Six of the changes denoted a reduction of labour surpluses and resulted mainly from hiring in the logging industry. Three minor areas moved in the direction of increased labour surpluses.

At the first of October, two of the 109 areas in the monthly survey were in the substantial surplus category, 34 were in the moderate surplus category and 73 were in balance. The comparable figures for the first of September were: two in the substantial surplus category, 38 in the moderate surplus category, 68 in balance and one in the labour shortage category.

Although the number of areas with an excess of available workers was still greater than last year, the difference narrowed considerably during the month. The improvement was most marked in the outlying areas of Quebec because of increased hiring in pulpwood logging.

With one exception, the 36 areas in the labour surplus categories were in Ontario, Quebec and the Atlantic provinces. Three of these were metropolitan areas and 19 were major industrial areas. Last year, of the 19 areas in the labour surplus groups, 11 were metropolitan or major industrial areas.

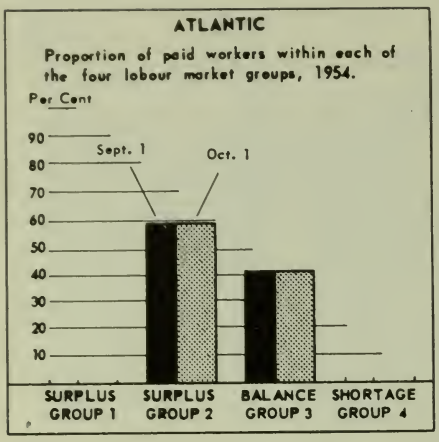
| Labour Market Area | Labour Surplus* | | | | Approximate Balance* | | Labour Shortage* | |
|---|---|---|---|---|---|---|---|---|
| | 1 | | 2 | | 3 | | 4 | |
| | Oct. 1 1954 | Oct. 1 1953 | Oct. 1 1954 | Oct. 1 1953 | Oct. 1 1954 | Oct. 1 1953 | Oct. 1 1954 | Oct. 1 1953 |
| Metropolitan | 1 | 1 | 2 | – | 8 | 9 | – | 1 |
| Major Industrial | 1 | – | 18 | 10 | 8 | 17 | – | – |
| Major Agricultural | – | – | 1 | – | 13 | 9 | – | 5 |
| Minor | – | – | 13 | 8 | 44 | 47 | – | 2 |
| Total | 2 | 1 | 34 | 18 | 73 | 82 | – | 8 |

*See inside back cover, *Labour Gazette*.

# CLASSIFICATION OF LABOUR MARKET AREAS, October 1, 1954

| | LABOUR SURPLUS | | APPROXIMATE BALANCE | LABOUR SHORTAGE |
|---|---|---|---|---|
| | Group 1 | Group 2 | Group 3 | Group 4 |
| METROPOLITAN AREAS (labour force 75,000 or more) | Windsor | Hamilton<br>Vancouver – New Westminster | Calgary<br>Edmonton<br>Montreal<br>Quebec – Levis<br>Ottawa – Hull<br>St. John's<br>Toronto<br>Winnipeg | |
| MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity) | Oshawa | Brantford<br>Corner Brook<br>Cornwall<br>Farnham – Granby<br>Guelph<br>Halifax<br>Joliette<br>Moncton<br>New Glasgow<br>Niagara Peninsula<br>Peterborough<br>Rouyn – Val d'Or<br>Sarnia<br>Saint John<br>Shawinigan Falls<br>Sherbrooke<br>Sydney<br>Trois Rivieres | Fort William – Port Arthur<br>Kingston<br>Kitchener<br>→ LAC ST. JEAN<br>London<br>Sudbury<br>Timmins – Kirkland Lake<br>Victoria | |
| MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture) | | Chatham | Barrie<br>Brandon<br>Charlottetown<br>Lethbridge<br>Moose Jaw<br>North Battleford<br>Prince Albert<br>Red Deer<br>Regina<br>Riviere du Loup<br>Saskatoon<br>Thetford – Megantic – St. Georges<br>Yorkton | |
| MINOR AREAS (labour force 10,000 – 25,000) | | ← BEAUHARNOIS<br>Campbellton<br>Drummondville<br>Fredericton<br>Galt<br>Lindsay<br>Newcastle<br>← NORTH BAY<br>Sault Ste. Marie<br>Sorel<br>St. Hyacinthe<br>St. Stephen<br>Valleyfield | Bathurst<br>Belleville – Trenton<br>Bracebridge<br>Brampton<br>Bridgewater<br>→ CENTRAL VANCOUVER ISLAND<br>→ CHILLIWACK<br>Cranbrook<br>Dauphin<br>Dawson Creek<br>Drumheller<br>Edmundston<br>→ GASPE<br>Goderich<br>Grand Falls<br>Kamloops<br>Kentville<br>Lachute – Ste. Thérèse<br>Listowel<br>Medicine Hat<br>→ MONTMAGNY<br>Okanagan Valley<br>Owen Sound<br>Pembroke<br>Portage la Prairie<br>Prince George<br>Prince Rupert<br>Quebec North Shore<br>Rimouski<br>Simcoe<br>Ste. Agathe – St. Jerôme<br>St. Jean<br>Stratford<br>St. Thomas<br>Summerside<br>← SWIFT CURRENT<br>Trail – Nelson<br>Truro<br>→ VICTORIAVILLE<br>Walkerton<br>Weyburn<br>Woodstock – Ingersoll<br>Woodstock, N.B.<br>Yarmouth | |

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.




EMPLOYMENT increased again in the Atlantic region during September as seasonal activities approached their peak. During the four-week period ending September 18, the number of persons with jobs increased by 3,000 and of persons at work by 13,000 following the return of vacationists to work. The total number of persons at work was only slightly below that of last year; increases in labour requirements during the month reduced labour surpluses in some local areas.

The potato harvest stimulated an increase in demand for agricultural labour during the month. As a result, a large number of workers obtained temporary employment as potato pickers both locally and in the State of Maine. Demand for apple pickers in the Annapolis Valley was smaller than usual because of the crop damage caused by hurricanes. Grain harvesting was completed in most areas by the end of September and an average yield was reported.

Employment in logging increased sharply during the month, particularly in Newfoundland. A year-to-year comparison shows an increase of 1,200 woodsworkers in this province. Moderate increases of employment occurred in coal mining and construction during September. The major development in coal mining was the resumption of operations at the Cumberland Railway and Coal Company mines at Springhill, N.S., which had closed in August after a surface fire. Labour requirements in construction were mainly for skilled tradesmen, though the army camp at Gagetown, N.B., absorbed a number of unskilled workers. A gradual reduction of workers at northern defence sites was offset by an increase in construction activity in the industrial areas.

These increases were partially offset, however, by employment reductions in some parts of manufacturing. Most notable of these were progressive lay-offs in the railway rolling stock industry, involving 800 workers, and lay-offs in primary textiles totalling 200. Total manufacturing employment continued to lag behind last year's during September, the sharpest decline occurring in iron and steel products. Small year-to-year increases occurred in pulp and paper products.

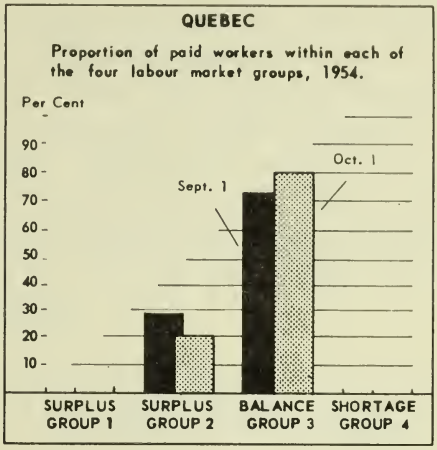
While unemployment declined slightly in several areas during the month, none in the region changed sufficiently to warrant reclassification. At the beginning of October, of the 21 areas in the region 10 were in the moderate labour surplus category and 11 in balance; at October 1, 1953, 16 areas were in balance and five in the moderate surplus category.

### Local Area Developments

**St. John's** (metropolitan). Remained in Group 3. Employment changed little during the month and was slightly lower than last year. Logging and construction were very active but labour demands were being met without difficulty.

## QUEBEC

EMPLOYMENT continued to increase in the Quebec region in late August with the seasonal demand for labour still relatively strong in September. The major pulpwood companies, for example, increased employment by 13,500 during the first three weeks of the month. In addition, several manufacturing industries were hiring in response to the usual rise in consumer demand of the winter and pre-Christmas season. Some agricultural workers also left for the Prairie harvest and for potato picking in the State of Maine.




The total number of persons at work (1,475,000) at September 18 was slightly lower than a month before. However, because of the withdrawal of students and other seasonal workers from the labour force, the number of persons with jobs and the number unemployed decreased slightly during the month. A year-to-year comparison shows that in September 1954, the labour force in Quebec had increased by 11,000 and the number of persons with jobs had decreased by 20,000. An examination of industrial employment at August 1 indicates that the year-to-year decline resulted mainly from employment decreases in manufacturing and construction, both heavy employers of labour in the region. At the same time, employment increased considerably in trade, finance and service and, to a lesser extent, in communications, public utilities, mining and logging.

Five areas in Quebec were reclassified during the month. Four moved from the moderate surplus category into balance and one, Beauharnois, which had been in balance, moved to the moderate surplus group. Of the 24 areas in the region, 13 were in balance and 11 in the moderate surplus category at October 1, compared with 14 and 10 in these groups a year before.

### Local Area Developments

**Montreal** (metropolitan). Remained Group 3. Most seasonal activities were sustained at a high level. Manufacturing activity expanded slightly during September although employment in this sector remained well below the September 1953 total. Considerable hiring took place in the men's and women's clothing industries.

**Quebec-Levis** (metropolitan). Remained in Group 3. Shortage of plumbers, bricklayers, plasterers and other construction tradesmen pointed to the strength of the construction program. The fall pick-up in activity in some consumer goods industries brought about a reduction in short-time activities. Movement of workers to logging camps was well under way.

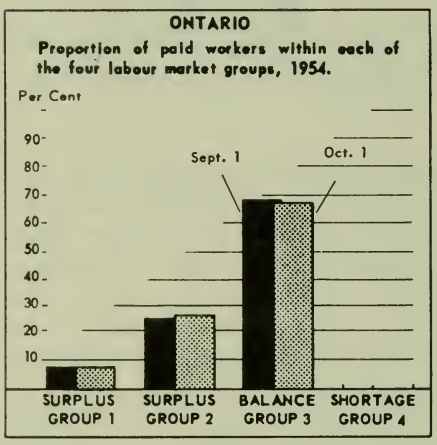
**Lac St. Jean** (major industrial). From Group 2 to Group 3. Hiring for woods work was the major reason for reclassification. Other contributing factors were the high levels of employment in the aluminium and pulp and paper industries.

**Beauharnois** (minor). From Group 3 to Group 2. The decline in employment occurred earlier than usual. Construction provided little support to employment levels and heavy industry continued to lay off workers.

**Victoriaville** (minor). From Group 2 to Group 3. Economic activity expanded generally with textile, clothing and furniture plants hiring additional help or re-calling former employees.

**Gaspé** and **Montmagny** (minor). From Group 2 to Group 3. Hiring increased in the logging industry.

## ONTARIO




EMPLOYMENT in Ontario remained at a fairly high level during September, although there were indications that the seasonal peak in labour demand had been reached. At September 18, persons with jobs numbered 1,928,000, down 50,000 from the previous month and 25,000 higher than for the same period in 1953. The decline in employment during the month was largely offset by a decline of 47,000 in the labour force when students and other seasonal workers withdrew from the labour force. Despite the drop in the number of persons with jobs, the total at work increased from 1,834,000 to 1,871,000 during the month as people on vacation or temporary lay-off returned to work.

Little change occurred in the demand-supply situation in the Ontario labour market during September. Construction continued active, the labour supply being plentiful throughout the region. Hiring for bush work began in some of the northern areas with adequate numbers of workers available locally. There was some evidence of increased manufacturing activity, as production for fall and winter sales got under way in some of the consumer goods industries and a good many of the plants that had been closed for inventory adjustment re-opened. On the other hand, operations in the iron and steel, automobile, agricultural implement and primary textile industries continued slow.

The only area to be reclassified during September was North Bay, which moved from the balanced to the moderate surplus category. At the

beginning of October, of the 34 areas in the region, 20 were in balance, 12 in the moderate and two in the substantial surplus category, compared with one in the shortage category, 30 in balance, two in the moderate and one in substantial surplus category a year ago.

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 2, although the employment situation improved during the month following the recall of a substantial number of workers in the agricultural implement industry. Construction continued at levels higher than a year earlier, although there was an increase in the number of persons looking for work in construction, mainly because of reduced activity in other industries.

**Ottawa-Hull** (metropolitan). Remained in Group 3. There was little change in the labour demand-supply picture during the month. Construction labour was still somewhat short despite the carpenters strike.

**Toronto** (metropolitan). Remained in Group 3. The rubber, leather and clothing industries were active during the month but the heavy industries were slow and the strike at Massey-Harris-Ferguson Limited was beginning to affect supplier plants. Construction activity remained strong during the month.

**Windsor** (metropolitan). Remained in Group 1. A slight improvement was recorded in the employment situation during September as people laid off for retooling in the automobile industry found alternative jobs.

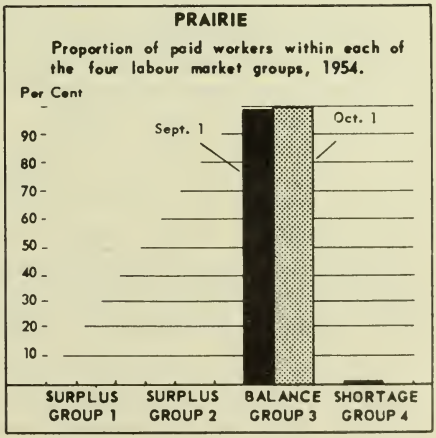
**Cornwall** (major industrial). Remained in Group 2. The employment situation in the area was good but the inflow of workers seeking employment on the St. Lawrence Seaway continued to augment available labour supply during the month.

**Oshawa** (major industrial). Remained in Group 1. Model change-over at General Motors of Canada Limited was still holding industrial employment down but some improvement was expected in October.

**North Bay** (minor). From Group 3 to Group 2. The end of the tourist season and closure of some sawmills resulted in increased labour supplies.

## PRAIRIE

DEMAND for agricultural labour lessened in the Prairie region during September but the decline was partially offset by an increase in construction employment. During the four-week period ending September 18, the number of persons with jobs decreased by 23,000. At the same time, the number of persons at work declined by 2,000 to a total of 914,000, which was 21,000 lower than the estimate for the same date last year. Adverse weather conditions continued to interfere with the harvesting of the grain crop during September



and seriously lowered the quality and prospective yield. As a result of the smaller crop return, farm labour requirements were lower than usual for the season.

Employment trends continued to show considerable variation between industries, the principal year-to-year increases being in non-metallic mineral products, construction and service and the principal decrease being in the railways, where reduced grain shipments, resulting from lack of storage space at eastern points, caused a substantial year-to-year reduction in the number of persons employed. Coal mining employment remained well below year-earlier levels as a result of a gradual conversion from coal to oil. Small employment declines occurred in textiles, printing and publishing.

Only one area—Swift Current— was reclassified during September, from the labour shortage to the balanced category. With this change, all of the 20 areas of the region were in balance at the beginning of October. At October 1, 1953, seven areas were in the labour shortage category and thirteen in balance.

### Local Area Developments

**Calgary** (metropolitan). Remained in Group 3. Industrial employment at the beginning of August was five per cent higher than a year earlier. The greatest strength was in the construction, trade and service industries.

**Winnipeg** (metropolitan). Remained in Group 3. Total employment changed little during the month. The construction industry was very active but labour demands were being met without difficulty. Employment in the railway groups continued far below last year's level owing mainly to the small volume of grain shipments.

**Edmonton** (metropolitan). Remained in Group 3. Little change occurred in over-all labour demand and supply. Additional hirings occurred in the construction industry. All segments of the industry showed strengthening during the last two weeks of September as a result of improved weather conditions. The area was in the shortage category at October 1 last year.

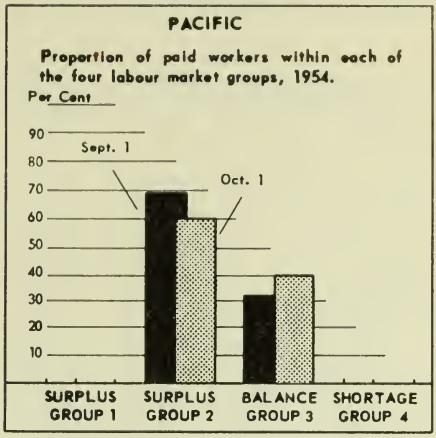
**Swift Current** (minor). From Group 4 to Group 3. A steady influx of workers augmented the available labour supply thus easing the labour shortage situation. In addition, employment declined in agriculture and construction. Since harvesting operations were delayed during the month, the demand for farm labour was expected to increase slightly following an improvement in the weather.

## PACIFIC

EMPLOYMENT in the Pacific region continued at a high level and showed little change during September. The number of persons at work, together with those on vacation, declined slightly from 428,000 at August 21 to 423,000 at September 18. This total was 415,000 in September 1953.

A small increase occurred during the month in the demand for agricultural workers, especially fruit pickers. In logging and sawmilling, most establishments continued to operate at capacity and some camps,

where lay-offs had occurred because of log surpluses, resumed operations. Manufacturing and construction showed no significant change in total employment, although some industries, such as fruit and fish canning, were very busy. Fishing was particularly active, and excellent catches of salmon were reported. Retail sales continued at normal levels for this time of year, the department store sales for the week ending October 2 being slightly higher than for the comparable period in 1953.




During the month, the strike in the lumber industry in the United States ended. As a result, lumber prices weakened slightly but no appreciable change occurred in the sales of British Columbia producers. Shingle, plywood, and pulp and paper mills operated at close to capacity levels. Minor lay-offs were reported in shipbuilding but a high level of employment still existed. The industries related to construction also continued to operate at high levels.

Two labour market areas were reclassified during September, both from the moderate labour surplus to the balanced category. At the beginning of October, nine of the ten areas in the region had a balanced labour market and one — Vancouver-New Westminster — remained in the moderate labour surplus category. At October 1, 1953, the numerical distribution of areas was the same but Vancouver-New Westminster was in the balanced category.

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 2. Most logging camps in the adjacent districts operated with full crews; sawmill production in the area continued at a high level. Some lay-offs occurred in shipbuilding but foundries, marine repair shops and sheet metal shops were busy. Peach canning reached its seasonal peak. Construction was at a high level of activity, especially in apartment building, which was higher than in 1953. Salmon catches were exceptionally large.

**Chilliwack** (minor). From Group 2 to Group 3. Agricultural production was hampered by wet weather. Logging establishments operated at capacity and no curtailment was expected before winter. All sawmills were busy.

**Central Vancouver Island** (minor). From Group 2 to Group 3. Logging was curtailed by some camps during the early part of September but nearly all establishments were at full production by October 1. Sawmills were operating at capacity and the construction industry was also quite active.

# Current Labour Statistics

(Latest available statistics as of October 10, 1954)

| Principal Items | Date | Amount | Percentage Change From | |
|---|---|---|---|---|
| | | | Previous Month | Previous Year |
| *Manpower* | | | | |
| Total civilian labour force (a) | Sept. 18 | 5,483,000 | – 1.6 | + 1.0 |
| Persons with jobs | Sept. 18 | 5,316,000 | – 1.5 | – 0.6 |
| At work 35 hours or more | Sept. 18 | 4,820,000 | + 1.5 | – 2.1 |
| At work less than 35 hours | Sept. 18 | 344,000 | + 8.2 | + 22.4 |
| On short time | Sept. 18 | 27,000 | –22.9 | + 8.0 |
| On vacation | Sept. 18 | 13,000 | –60.6 | – |
| Usually work less than 35 hours | Sept. 18 | 192,000 | + 9.7 | + 12.9 |
| Other reasons | Sept. 18 | 112,000 | +49.3 | + 47.4 |
| With jobs but not at work | Sept. 18 | 152,000 | –53.8 | + 8.6 |
| Laid off full week | Sept. 18 | 11,000 | –21.4 | – 15.4 |
| On vacation | Sept. 18 | 70,000 | –72.0 | + 18.6 |
| Other reasons | Sept. 18 | 71,000 | +69.2 | + 6.0 |
| Persons without jobs and seeking work | Sept. 18 | 167,000 | – 4.0 | + 96.5 |
| Registered for work, NES (b) | | | | |
| Atlantic | Sept. 16 | 24,624 | – 4.6 | + 11.9 |
| Quebec | Sept. 16 | 69,972 | – 8.6 | + 27.5 |
| Ontario | Sept. 16 | 98,218 | – 4.2 | +100.7 |
| Prairie | Sept. 16 | 25,798 | – 0.8 | + 66.4 |
| Pacific | Sept. 16 | 24,905 | + 3.9 | + 20.5 |
| Total, all regions | Sept. 16 | 243,517 | – 4.4 | + 50.3 |
| Ordinary claims for Unemployment Insurance benefit | Sept. 1 | 191,258 | + 1.2 | + 71.9 |
| Amount of benefit payments | August | $12,066,717 | – 5.4 | + 88.3 |
| Industrial employment (1949=100) | Aug. 1 | 112.1 | + 0.4 | – 3.0 |
| Manufacturing employment (1949=100) | Aug. 1 | 107.9 | – 0.8 | – 5.7 |
| Immigration | August | 14,270 | – 9.9 | + 2.9(c) |
| *Industrial Relations* | | | | |
| Strikes and lockouts – days lost | Sept. | 127,582 | – | + 17.8(c) |
| No. of workers involved | Sept. | 9,815 | – | – 7.5(c) |
| No. of strikes | Sept. | 21 | – | – 4.4(c) |
| *Earnings and Income* | | | | |
| Average weekly wages and salaries | Aug. 1 | $59.11 | + 0.3 | + 2.8 |
| Average hourly earnings (mfg.) | Aug. 1 | $1.41 | – 0.4 | + 3.8 |
| Average hours worked per week (mfg.) | Aug. 1 | 40.6 | + 0.2 | – 1.0 |
| Average weekly earnings (mfg.) | Aug. 1 | $57.29 | – 0.1 | + 2.7 |
| Consumer price index (av. 1949=100) | Sept. 1 | 116.8 | – 0.2 | + 0.5 |
| Real weekly earnings (mfg. av. 1949=100) | Aug. 1 | 117.4 | – 0.8 | + 1.6 |
| Total labour income $000,000 | July | 1,010 | + 1.0 | + 2.7 |
| *Industrial Production* | | | | |
| Total (average 1935 – 39=100) | July | 239.8 | – 5.2 | – 3.0 |
| Manufacturing | July | 243.5 | – 6.5 | – 5.8 |
| Durables | July | 285.5 | – 5.6 | – 10.7 |
| Non-Durables | July | 216.6 | – 7.2 | – 1.3 |

(a), (b): See inside back cover, *Labour Gazette.*

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Notes of Current Interest

### *Chief Justice Sloan Named Rail Arbitrator*

Chief Justice Gordon McGregor Sloan of British Columbia has been designated by the Federal Government to arbitrate the contract dispute between Canadian railways and their 145,000 non-operating employees. The dispute, which led to a strike vote, went to arbitration last August (L.G., Sept., p. 1228).

In meetings in Montreal, representatives of the railways and of the 14 unions and brotherhoods are reported to have agreed on terms of reference within which the arbitration hearings will be held.

Hearings were scheduled to begin October 26, postponed from October 12.

### *Railways' Income Drops Sharply from Last Year*

Operating income of the 16 largest Canadian railways totalled only $5,534,589 in the first six months of this year, a sharp reduction from $16,076,985 in the first half of 1953, the Dominion Bureau of Statistics has reported.

Operating revenues declined to $527,995,357 from $590,627,069 and operating expenses to $504,314,778 from $551,600,660, reducing net operating revenue to $23,680,479 from $39,026,409.

### *British Railway Workers Win Wage Increase*

After negotiations lasting ten months, the British Transport Commission early this month reached agreement with three unions granting wage increases to approximately 400,000 employees of Britain's nationalized railways.

Except for 70,000 engineers and firemen, whose claim is to be heard by the industry's arbitration tribunal, the agreement ended a dispute that began last December and threatened to cause a nation-wide railroad tie-up.

One clause in the agreement pledged the National Union of Railwaymen, the Transport Salaried Staffs Association and the Associated Society of Locomotive Engineers and Firemen to aid the Commission in improving efficiency of the railroads.

### *UIC's Public Relations Chief, Ray Brown Retires*

Ray Brown, Director of Public Relations for the Unemployment Insurance Commission since shortly after the Commission's establishment, retired from the government service on October 14. He had been with the UIC for 12 years.

For nearly 20 years a member of the Parliamentary Press Gallery, of which he was President in 1935, Mr. Brown was appointed Director of Publicity for the National Employment Commission in 1936. He served in that position for the life of the Commission and on conclusion of its work transferred to the Department of Labour. He joined the staff of the UIC shortly after its formation.

While President of the Parliamentary Press Gallery, Mr. Brown was awarded membership in the Order of the British Empire.

### *TLC Opposes Mine-Mill At Sask. Uranium Mine*

Two unions affiliated with the Trades and Labour Congress of Canada have applied for certification as bargaining agents for employees at Gunnar Mines Limited in the uranium district of Northern Saskatchewan. They are the United Brotherhood of Carpenters and Joiners of America, seeking to represent non-mining workers and the Tunnel, Rock and General Labourers Union, an affiliate of the International Hod Carriers, Builders and Common Labourers Union, which is seeking to represent the miners.

There was no previous certification at the mine.

The International Union of Mine, Mill and Smelter Workers (independent) is opposing the applications. The Mine-Mill union was certified as bargaining agent for all other uranium operations in the area until last August, when it was decertified at the Nesbitt-Labine Uranium Mines Limited.

Workers at Nesbitt-Labine voted 35 to 3 against the Mine-Mill union following an application for decertification made by three employees on the ground that the union had failed to act on their behalf. Seven of the company's 46 employees eligible to vote did not do so and one ballot was spoiled.



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## *Economists Optimistic About Coming Year*

A leading Canadian economist has predicted that the momentum of Canada's recent economic growth will in time carry the country through its year-old business slow-down, and other experts have made similarly optimistic forecasts.

Speaking at a recent meeting of the American Statistical Association in Montreal, G. E. Jackson, a former economics professor and a business consultant for the past 15 years, said the momentum of economic growth in this country has made it considerably less vulnerable to a business recession than in the past. He said that Canada was just beginning to discover its vast resources, and this together with huge long-term spending programs such as the Ungava iron ore development, the Kitimat aluminum works and the St. Lawrence Seaway, made it possible to see several years ahead of time.

Mr. Jackson predicted that the Canadian dollar would maintain its premium over United States currency, that the present trend of more exports to the United States would continue, and that construction will remain as active as at present.

For certain conditions, however, Mr. Jackson saw no immediate improvement. He said that there was no relief in sight for the textile industry, that the large carry-overs of wheat would persist for some time, that the steel and iron industries could not feel very hopeful for the time being, and that there would be increasingly strong competition from European countries where labour costs are much lower.

Other economists at the meeting predicted for September 1955 a gross national product two to three per cent above the annual rate in the second quarter of this year, an increase of three to five per cent in industrial output, commodity prices not far different from those which have been prevailing recently, and employment levels as high or higher than now.

As a background to these predictions, the Dominion Bureau of Statistics has reported that although industrial production dropped off slightly in July, labour income increased and weekly wages in manufacturing at the beginning of the month were up from a month earlier.

Canadian industrial output as measured by the composite index of industrial production was about three per cent lower in July and the first seven months this year, the preliminary index standing at 239·8 as compared with 247·0, the Bureau reported.

Responsible for the July drop was a reduction of almost six per cent in manufacturing output. Mineral production, on the other hand, increased almost nine per cent over last year's July level, and output of electricity and gas was six per cent higher.

Labour income received by Canadian paid workers in July was estimated at $1,010,000,000, up $10,000,000 from the preceding month and $27,000,000 above last year's July total. This brought the cumulative income for the January-July period to $6,777,000,000, up $120,000,000 or 1·8 per cent from a year earlier.

Labour income in manufacturing continued to fall, dropping to $323,000,000 in July from $325,000,000 in the preceding month and $330,000,000 in the corresponding month last year. The January-July total declined to $2,260,000,000 from $2,297,000,000 a year ago.

On the other hand, weekly earnings in manufacturing at the beginning of July averaged $57.39, up from $56.60 a month earlier. The work-week averaged 40·5 hours as compared with 39·8 although hourly earnings averaged 141·7 cents compared with 142·2 cents.

Another DBS report estimates the value of construction to be put in place in Canada this year at a new peak total of $4,830,000,000, five per cent above the previous high of $4,595,000,000 reached in 1953.

Despite all this, the Gallup Poll finds that unemployment towers today as the biggest problem facing Canada in every province. Nothing else, according to the poll, comes near it.

The Canadian Institute of Public Opinion, which conducts the poll, reported in September that one-third of the persons questioned named unemployment first as the biggest issue of the day.

## *Cabinet to Hear Labour Briefs in November*

The Cabinet will hear the annual presentation of memoranda by Canada's major labour organizations during a four-day period in mid-November. Dates of the presentations are: Trades and Labour Congress of Canada, November 9; Canadian and Catholic Confederation of Labour, the morning of November 10; National Legislative Committee of the International Railway Brotherhoods, the afternoon of November 10; and Canadian Congress of Labour, November 12.

## *Employment, Payrolls At New Highs in 1953*

Industrial employment, payrolls and per capita weekly earnings reached new highs during 1953, the Dominion Bureau of Statistics has reported in its annual review of employment and payrolls.

The general employment index for 1953 stood at 113·4, compared with 111·6 in 1952, payrolls at 151·5 compared with 140·3 and average weekly wages and salaries at $57.30 compared with $54.13.

Contractions, however, were indicated in a larger number of areas and industries than in recently preceding years. The level of activity in the Maritimes and Quebec was lower than in 1952. The gains in most of the provinces showing expansion were moderate, the largest increases being in Alberta and Newfoundland.

Three industrial divisions—forestry, mining and construction—reported curtailment in employment. There was little general change in transportation, storage and communication, and finance, insurance and real estate during 1953.

The trend in the remaining industrial divisions and in most of their component groups was moderately upward. Manufacturing showed an increase of 3·7 per cent, raising the index to an all-time high.

## *Construction Employment Down in First 4 Months*

Employment in the construction industry in the first four months of 1954 was 11 per cent less than that for the first four months of 1953, according to the quarterly bulletin *Housing in Canada* published by Central Mortgage and Housing Corporation. This represents a greater rate of decline for the construction industry than for total employment in Canada over the two four month periods.

During the first four months this year, the average number of construction industry workers employed per month was 269,000, compared with an average of 299,000 per month during the first four months of 1953.

On the other hand, the average number of workers employed in all non-agricultural industries in each of the first four months of 1954 was 4,938,000, only two per cent less than the average monthly employment of 5,031,000 in the corresponding months of 1953.

The bulletin attributes the decline in construction industry employment to the smaller volume of non-residential construction in the early part of this year.

## *U.S. Employment Stable For 3rd Month in Row*

Employment in the United States remained stable in September for the third successive month, according to a report issued by the U.S. Secretaries of Labour and Commerce.

The number of employed persons in September was 62,144,000, a net decline of 132,000 from August. The drop was largely due to the return to school of students who had taken summer employment. In early August, employment was estimated at 62·3 million persons, about one million below the record level of a year earlier.

Unemployment in September was estimated by the Labour and Commerce Departments at 3,100,000, a decline of about 146,000 from the August total.

The number of persons claiming state unemployment insurance benefits declined by about 100,000 to 1,600,000 in September. The total of 1,676,000 reported for the week ending August 21 compares with 822,100 for the week ending August 14, 1953.

The number of workers on factory payrolls increased by 147,000 to 16,000,000 in September. The average factory workweek remained unchanged at 39·7 hours.

In mid-August the number of employees on non-farm payrolls—excluding the self-employed, domestics, and unpaid workers in family enterprises—rose by 180,000 to an estimated 48 million.

Meanwhile, the Federal Reserve Board's industrial production index remained unchanged for May, June, July and August. Output remained at a constant 124 per cent of the 1947-49 average, the index showed.

The index is adjusted by the Board to allow for seasonal changes in output. When a rise or fall in production is of normal proportions, the index holds steady.

Monthly output changes have conformed closely to seasonal expectations throughout 1954. The index read 125 in January and February, dropped to 123 in March and April, then in May advanced to the 124 mark that it has held since then.

The index for August at 124 compares with 136 for the corresponding month last year. Industrial production reached a record high of 137 in May and June of 1953.

Expenditures for new construction rose seasonally in August to a record $3·6 billion, according to preliminary estimates. August was the second successive month in which construction activity reached an all-time high.



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The annual rate of spending on new construction for the first eight months of 1954 (seasonally adjusted) exceeded $36·5 billion, compared with the record total of $35,250,000,000 actually spent in 1953.

## *Employment in Britain At All-Time High Level*

The number of persons in civil employment in Great Britain in mid-1954 was the highest recorded in peacetime and 230,000 higher than in 1953, according to *Economic Record,* a report issued by the United Kingdom Information Office for August-September this year.

Unemployment in July was low at 220,000, only one per cent of all insured employees. Persons working overtime numbered 1,250,000 while those on short-time numbered only 40,000. Wage rates increased three per cent during the month.

The main change in employment since mid-1953, according to the report, has been an increase in the manufacturing industries, offset to some extent by a decrease in the basic industries, particularly agriculture and transport and, to a lesser extent, coal.

Industrial production and personal consumption have both been rising for about a year, the report states, the former by 6½ to 7 per cent over last year and the latter by 2½ to 3 per cent. Current industrial production figures are up 11 to 12 per cent compared with the 1950-51 average. Imports are up seven per cent but exports have risen only three per cent.

At the same time, the U.K. Ministry of Labour reported that unemployment rose during July, the increase being due almost entirely to the registration of young people who left school at the end of the summer term. The number registered as unemployed on August 9 was 239,600, or about 1·1 per cent of the estimated total number of employees. In August 1953 the proportion was 1·4 per cent.

## *Two More Co-Ordinators Of Rehabilitation Named*

Provincial co-ordinators of rehabilitation have been appointed in British Columbia and Nova Scotia, bringing to seven the number of provincial rehabilitation co-ordinators.

The announcement of the appointment of C. E. Bradbury, made in Victoria September 16 by the Minister of Health and Welfare for British Columbia, the Hon. Eric Martin, followed closely the announcement of the appointment of Frank Wellard to the post of rehabilitation co-ordinator for the province of Nova Scotia.

Eight provinces have signed agreements with the Federal Government which provide for such appointments. Under these agreements, federal funds are available to share with the provinces the costs involved in the appointments.

Each of the new co-ordinators has had experience in the rehabilitation field in his own province.

The Department of Labour is responsible for the co-ordination of the rehabilitation program on the national level.

## *Milltown Workers May Take Over, Operate Mill*

Textile workers in Milltown and St. Stephen, N.B., have agreed to explore the possibility of taking over their mill and running it themselves. This new development follows the announcement in August that Textile Sales Limited intended to close down its operations at nearby St. Croix on account of depressed conditions in the trade (L.G., Sept., p. 1228).

The closing of the mill would mean the loss of the major source of employment in the area.

At a special meeting in September, more than 300 mill workers, members of the Textile Workers Union of America (CCL-CIO), approved a plan conceived by John Whitehouse, the union's education and publicity director, that would keep the industry alive as a co-operative venture.

Under the plan, the mill would be run by a board of directors comprising four representatives of Textile Sales and four named by the local union. One representative of the national union and another from the company would act as advisers to the board.

The company would be asked to lease the mill intact, for a nominal sum, to the co-operative. Textile Sales would merchandise the mill's output on a commission basis. Employees would keep the jobs they had and rates of pay would be the same.

All employees would be members of the co-operative unit and each would be expected to invest in the mill out of his pay. At the end of a year, if the books show a profit, a meeting of the entire co-operative would decide whether to declare a dividend or put the profit back into the mill.

Mr. Whitehouse said his plan has already been discussed with the president of the company, and further meetings will be held at which details will be worked out with experts in the co-operative movement.

Earlier the mill workers had volunteered to take a substantial cut in wages if the reduction in operating costs enabled the plant to keep open. But the company had informed them that this, even when coupled with the town council's offer to abate the annual $50,000 tax levied on the company's plant, would not be enough to save the mill.

Mr. Whitehouse said that under his plan, the town would receive annually in taxes the same percentage of any profit that was declared as a dividend for the co-op members. If there were no profit, no taxes would be paid.

## *Reports Textile Industry Now on Upgrade in U.S.*

The United States textile industry has passed through its period of depression and its activity is now on the increase, according to J. Spencer Love, Chairman of the Board of Burlington Mills. His statement, his first optimistic one on the state of this industry in three years, was made last month.

"The low point in the textile depression has passed and there are many concrete evidences of the industry having turned the corner," said Mr. Love, whose company is the largest textile producer in the United States.

He noted that the low point in the textile business, from both a profit-margin and price standpoint, was reached late last spring and that since then, there has been a steady improvement in both volume and prices. There was a marked gain in September, he reported.

## *Farm Cash Income Down In First Half of 1954*

Income to farmers in nine provinces (Newfoundland excluded) declined to $1,093,900,000 in the first six months of 1954 compared with $1,182,600,000 in the first half of 1953, a decline of 7·5 per cent, according to figures released last month by the Dominion Bureau of Statistics. The figure was 12 per cent under the all-time January-June peak of $1,241,700,000 in 1951. Substantial cuts in cash income from wheat, barley, barley participation payments, rye, corn and potatoes contributed to the reduced income.

Farm prices declined slightly during July, a reduction in livestock prices outweighing increases in dairy products, poultry and eggs. The farm prices index (1935-39=100) declined from 234·9 to 234·5 during the month. Provincial indexes declined in the Prairie Provinces and increased in British Columbia and east of Manitoba.

## *Wants U.S.-Canadian Body For Rail Labour Policies*

A joint Canadian-United States labour commission to determine railroad labour policies regarding railroaders who operate across the international boundary was suggested last month by Guy L. Brown, Grand Chief Engineer of the Brotherhood of Locomotive Engineers.

Speaking to 500 regional delegates to a convention in Boston, Mr. Brown said "present interpretations of the laws of the two countries are in conflict over the rights of men operating across the border". He explained that men in the international service are granted certain benefits of the U.S. Railway Labor Act but excluded from others under the same Act through interpretations of the Canada Labour Relations Board.

While he did not believe that the U.S. Act and the Canadian Industrial Relations and Disputes Investigation Act were necessarily in conflict, Mr. Brown said "differing decisions by authorities on both sides of the border hopelessly confuse the status of the men involved".

## *Japan, Thailand Become Colombo Plan Members*

Japan and Thailand were admitted to membership in the Colombo Plan October 5, the first as a donor and the second as a recipient. This brings to 16 the number of nations participating in the plan for economic development in Southeast Asia.

Thailand has been represented as an observer at every meeting of the plan's consultative committee since the first one in 1950. It had not hitherto sought admission as a member.

Before and after admitting the new members, the consultative committee heard reports from recipient nations on their economic situations and on the progress being made with various development projects.

## *Fewer U.S. Rail Workers Work Fewer Hours in '53*

Employees of Class I railroads in the United States in 1953 were 20,000 fewer than in the preceding year, according to a bulletin published by the Association of American Railroads.

(Class I railroads are those with annual operating revenues above $1 million.)

Total hours paid for, number of hours per employee, and total compensation also declined from 1952 to 1953, but the average pay of hourly and daily employees increased by almost five cents.

## *Farm Operating Costs Show 0.2 Per Cent Rise*

Farm operating costs and farm living costs were slightly higher, on average, in August than in April but lower than in August last year, the Dominion Bureau of Statistics has reported. The Bureau measured price index numbers of commodities and services used by farmers to reach this conclusion.

Inclusive of farm living costs, the all-Canada composite price index for commodities and services used by farmers (1935-39=100) stood at 225·0 in August, up 0·2 per cent from 224·5 in April and down 1·4 per cent from 228·1 in August last year.

Exclusive of living costs, the all-Canada composite index advanced 0·3 per cent to 238·7 in August from 238·0 in April and declined 2·0 per cent from 243·6 a year earlier.

## *U.S. Social Security Now Covers 10 Million More*

On September 1, President Eisenhower signed a new Social Security Law which contains six outstanding changes in the old age and survivors' insurance system first enacted in the United States in 1935. About 10,000,000 persons previously excluded will be brought into the system.

In addition to broader coverage, the new legislation allows higher income credits and a higher base of earnings, grants increased benefits and makes provision for higher supplementary earnings and for total disability.

Those brought into the system for the first time include about 3·6 million self-employed farm operators with annual earnings of $400 or more, about 3·5 million state and local government employees (excluding policemen and firemen) not covered by retirement systems, one million farm workers paid at least $100 in wages per year, 250,000 domestic workers paid $50 in wages per quarter, 250,000 clergymen who elect coverage, 150,000 civilian employees of the federal government who are not covered by staff retirement systems, 100,000 self-employed professional workers such as architects, engineers, accountants and funeral directors, 100,000 U.S. citizens employed outside the U.S. by foreign subsidiaries of U.S. companies, 100,000 home workers not subject to state licensing laws, and 50,000 commercial fishermen on vessels of ten net tons or less.

In computing the average monthly wage that determines a person's benefits, up to five years of his lowest earnings will be dropped under the new law. In this way, years during which his earnings are low because of sickness or unemployment will not affect the benefits he will receive. The old law had no such provision.

Total annual earnings on which benefits and contributions are based is raised by the new law from $3,600 to $4,200.

More than 6·5 million persons now on benefit rolls will receive an average increase of $6 per month, with proportionate increases for dependents and survivors. Minimum monthly benefit for a retired worker is raised from $25 to $30. The maximum monthly family benefit of $168.75 under the old law becomes $200.

Tax increases authorized by the law range up to $12 per year for employees, which is matched by employers, and $18 for the self-employed.

The new law will allow beneficiaries to earn as much as $1,200 per year without loss of benefits. Under the old law the limit was $900. There will be no limit on earnings of persons age 72 and over. Total exemption under the old law applied to beneficiaries age 75 and over.

Periods during which a worker is under extended total disability will be excluded in determining his insured status and the amounts of benefit payable to him. The new law, unlike the old, will freeze the worker's wage record at the time of his disability.

## *"Unity within Weeks" —Steelworkers' McDonald*

A strong plea for immediate organic unity among all elements of the labour movement in the United States was made by David J. McDonald, President of the United Steelworkers of America (CIO), at the union's seventh biennial convention in Atlantic City in September.

At the same time, Mr. McDonald deflated recent rumours that he might withdraw his 1,200,000-member union from the Congress of Industrial Organizations. He said that to date the United Steelworkers had invested more than $17 million in the CIO and did not intend to throw this investment away.

Mr. McDonald insisted that the CIO and the American Federation of Labour could work out organic unity in weeks, not years.

"Talk about waiting around for a year or two for organic unity is pure unadulterated bunk," he said.

Earlier in the convention, Mr. McDonald told the 3,000 delegates from the United States and Canada that the steel union must seek a new course in the trade union movement. This course he termed "mutual

trusteeship" in which the union and industry would work together. Both, he said, are trustees of the steelmaking industry and are responsible for mutually profitable production.

In his unity plea, Mr. McDonald outlined the way he thought a unified labour movement could operate. He proposed that the new federation be based on the principle of voluntarism at all levels, which he defined as the right of individual choice of unions to belong or not to belong. Then, he suggested, the CIO should enter the new organization as a separate department, with its own officers, conventions and programs.

He called for the voluntary amalgamation of unions in the same jurisdictional field, a new and enlarged executive board, a new political action body, separate state federations of labour and finally, full functioning arbitration boards or arbitration machinery to iron out jurisdictional tangles.

Mr. McDonald said the top CIO jobs should be full-time, not part-time, as they are now. He added that under no conditions would he accept officership in the CIO, the AFL or any merger of the two.

Although the steel union has not signed the AFL-CIO no-raiding agreement, the delegates adopted a resolution calling for "honourable organic unity in the ranks of the free democratic labour movement of the United States".

Among other resolutions, the delegates voted unanimously to amend the union's constitution to bar Communists and Fascists from membership. The ineligibility provisions also proscribe anyone who is a "consistent supporter or who actively participates in the activities" of these organizations.

## *Will Get Wage Guarantee Next Year, Reuther Says*

Measures for obtaining the guaranteed annual wage will be taken in 1955 for some 500,000 workers in the automobile industry, according to Walter P. Reuther, President of the United Auto Workers of America (CIO).

"We're going to get the guaranteed annual wage. There's no question about it," he said in an interview in New York last month. "We hope the issue can be resolved at the bargaining table. But we'll do what is necessary to get it," he added.

(According to the New York *Journal of Commerce*, management is viewing the guaranteed annual wage drive with scepticism. The paper reports that employers think that the guaranteed annual wage is a dead issue at this time. Current indications against it, the employers are said to believe, are: (1) the greater emphasis being given to liberalizing unemployment compensation benefits and (2) the attitude surveys showing widespread disillusionment over the issue among the workers.)

(One industrialist said the UAW would "be glad to trade the annual wage demand off for an improved five-year contract".)

The auto workers' contracts with General Motors, Ford and Chrysler expire next year on May 29, June 1 and mid-November, respectively. Mr. Reuther stated that the auto union would hold a conference of 600 to 800 representatives in Detroit in November to work out the framework of the union's actual demands. These proposals will then go before the union's convention in Cleveland in March.

Mr. Reuther said the guaranteed annual wage would stabilize the auto industry and limit fluctuations in the purchasing power of the workers. This in turn, he stated, would be reflected in other industries, such as steel, glass, rubber and textiles, which provide products used in the manufacture of autos.

In addition to its effects upon the industry, Mr. Reuther noted that the auto workers felt that only after the annual wage had been obtained would unemployment benefits be substantially liberalized by the state legislatures. With reference to the actual establishment of the wage scheme, the labour leader indicated that the union would ask for contributions by employers into a trust fund, out of which benefits would be paid to laid-off workers, in sufficient amounts to provide them with a weekly income, with their unemployment benefits, equal to their normal pay.

## *Eight-Month Immigration Up 3 Per Cent This Year*

The number of immigrants to Canada in August was 2 per cent fewer than for August last year but the total during the first eight months of 1954 was 3 per cent greater than for the same period in 1953, according to the Department of Citizenship and Immigration. Immigrants in August numbered 14,270 and in the first eight months, 115,874. Corresponding totals last year were 14,594 and 112,627.

# Fourteenth Annual Convention of Canadian Congress of Labour

**President A. R. Mosher warns that wage demands may have to be tempered in depressed industries. Draft no-raiding pact with TLC is approved. Action on unemployment demanded, compulsory rail arbitration condemned**

Mounting concern over unemployment and a warning from their President that wage demands may have to be tempered in depressed industries highlighted proceedings at the 14th annual convention of the Canadian Congress of Labour in Toronto September 27 to October 1. A draft no-raiding agreement with the Trades and Labour Congress of Canada, which may eventually affect more than a million Canadian workers, was approved after a lengthy debate.

President Mosher called upon the delegates to realize that in some industries workers may be faced with the choice of foregoing wage increases or seeing the industry go out of business. He added that what he was saying "should not be interpreted by anyone as a suggestion that there should be a halt to wage increases".

Concern over unemployment was reflected in the fact that 16 resolutions were submitted to the Convention calling for action on this problem and 28 urging wide-scale changes in the present unemployment insurance legislation. Other resolutions submitted emphasized the need for a national health plan, the establishment of a low-cost housing program, increases in old age pensions and the raising of personal income tax exemptions.

By a unanimous vote, the Congress "condemned and deplored" the Government's action in "forbidding exercise of the right to strike and imposing arbitration" in the current railway dispute. Several delegates voiced their opposition to compulsory arbitration during the debate on the resolution.

The Hon. Milton F. Gregg, making his fifth appearance before a CCL convention, was among the guest speakers. Among others who addressed the delegates were Omer Becu, President of the International Confederation of Free Trade Unions; Premier T. C. Douglas of Saskatchewan; A. W. Cormack, President of the Ontario Farmers' Union; J. Ernest Wilkins, Assistant United States Secretary of Labor for International Affairs; Michael Widman, representing United Mineworkers President John L. Lewis; Moshe Eskolsky of Histadrut; Burl Phares, President of the Federation of Glass, Ceramic and Silica Sand Workers of America; and A. Hartung, President of the International Woodworkers of America.

Mayor Leslie Saunders welcomed delegates to Toronto on behalf of the city corporation. Convention arrangements were handled by the Toronto and Lakeshore Labour Council headed by Council President D. B. Archer.

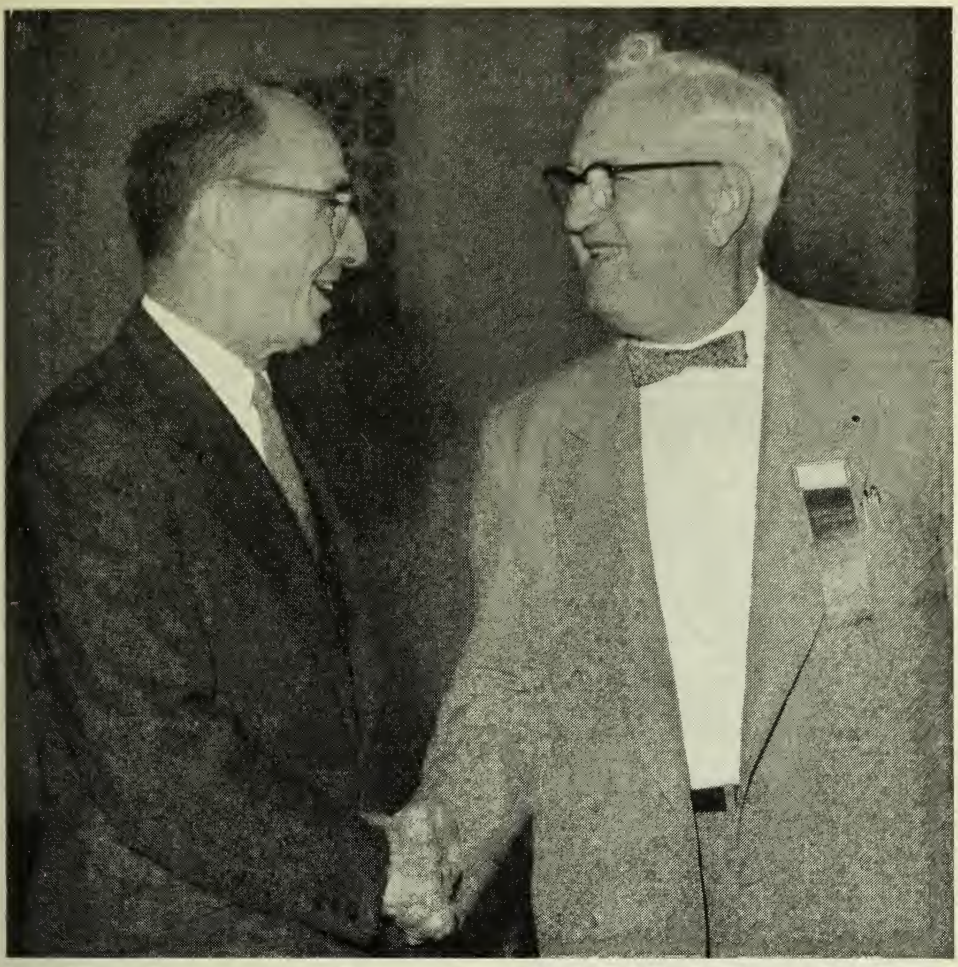
## A. R. Mosher

"We must recognize also that we cannot consume all we produce, nor can we produce some of the things we consume," warned A. R. Mosher in his presidential address. "These facts make us a trading nation, and foreign markets, for a good deal of what we produce, are essential for the attainment of high standards of living," he added.

"Not only can we price ourselves out of foreign markets, as a result of competition with other nations, either as a result of exorbitant profits or the high standards of living we enjoy, but we can also price ourselves out of our home market, if substantial trade barriers do not shut out foreign competition," he said.

Mr. Mosher cautioned that what he was saying should not in any way be interpreted as a suggestion that there should be a halt to wage increases, adding that a lowering of Canada's standard of living was "by no means" the answer to this problem and that in addition to wages, many other factors entered our price structure.

Referring to the country's wage structure, the CCL head stated: "There are industries, that, for one reason or another, are uneconomic and, therefore, create a serious problem in relation to the wages the workers employed in them can secure through collective bargaining. We realize that, in these industries, wage-levels are below the average and are wholly inadequate to provide a reasonable standard of living. In few, if any, do they provide the standard towards which we are striving



**Hon. Milton F. Gregg (left), Minister of Labour, and CCL President A. R. Mosher**

and which we believe to be attainable in Canada by making more effective of the resources at our disposal."

Mr. Mosher noted that "so long, however, as we rely upon collective bargaining with the employer as the sole or main function of our unions we must anticipate that in some instances situations will occur where competition for markets will result in workers being faced with the unhappy choice of foregoing further wage increases or accepting reduced production or having their industry go out of business". In this case the Congress President stated that the union representing the workers in the industry was placed in a very difficult position, "for it must either insist upon its wage demands at the risk of closing the industry, or accept what the industry is in a position to pay".

I do not wish to give the impression by what I have said that I believe every employer who pleads inability to pay higher wage-rates is justified. Far from it! However, the fact remains that circumstances can and do arise which create this dilemma. No private industry will stay in business for any length of time unless its produce can be disposed of at a profit, but unfortunately, on the other hand, we have industries that are not satisfied with a reasonable return on the capital invested.

Noting that an early departure from the present private profit system did not appear likely, the CCL President remarked that efficient management in which organized labour is given a voice, a willingness to be satisfied with modest profits and an "open and above-board" relationship between industry and labour could do much to avoid future difficulties. He pointed out that efforts to improve depressed wages are not the responsibility of labour alone but of all those who "are truly desirous of preserving human dignity, and in making life fuller and richer for mankind as a whole".

Higher wages, whether they follow or precede higher prices, do not of themselves ensure higher standards of living. This is particularly true in view of the fact that wage increases are localized and are not available at the same time to all the workers in the nation. We must therefore turn our attention to other means of improving these standards, so as to secure and maintain a proper balance between wages and prices, or in other words, an equitable distribution of the things we produce.

It is an over-simplification of our problem to say that higher wages increase purchasing power. If the entire labour force of the nation could be kept employed in gainful occupations at higher wages, and price levels were not increased, the higher incomes would provide higher purchasing power; but our experience shows that uncontrolled prices do not remain static, and there are probably circumstances which would make it impossible to hold down prices in the face of higher wage levels.

In an economy where private profits are the dominating factor in industry, we have no alternative but to ensure sufficient profit to keep industry in motion, or be faced with unemployment, resulting in lower standards of living for a large proportion of the workers. As a means of self-preservation in such circumstances, we must concern ourselves about the level of wages received by the unorganized workers, as well as by those who are organized, and since conditions in other countries have their impact upon our own situation, it is necessary to maintain and accelerate our activities on a broad world-wide basis.

Turning to the international field, Mr. Mosher remarked that by "our wholehearted interest in the support of" the International Confederation of Free Trade Unions, a worthwhile contribution towards the advancement of the economic and social welfare of the workers throughout the free world would be made. This would "relieve some of the pressure which otherwise will tend to make us less secure at home," he added. "We help ourselves by helping others, and we shall be wise in extending all the help we can to those whose needs are greater than our own."

Labour's responsibility in the political field is as important as that in the economic sphere, the CCL President emphasized. Stating that governments can and do pursue policies which effect labour adversely, Mr. Mosher warned that the protection of property rights, to which labour took no exception, should not at any time be permitted to take precedence over the human rights involved in any situation.

He pointed out that as political parties are the means by which individuals and groups in Canada seek and obtain an effective voice in government, it was becoming more obvious that labour could discharge its "full responsibility" in this regard only by making use of the political party of its choice and by supporting that party in the same way it supported its economic organization.

"Organized labour can, I believe, make a valuable contribution towards the determination and administration of the laws that govern us, and its failure to do so is a loss to ourselves and to the nation," he said.

Referring to the country's human and material resources, Mr. Mosher stated that it seemed "almost unbelievable" that we had failed to develop a system or plan whereby our resources could be efficiently used to our advantage and that of others.

"It should be the prime function of government," he said, "acting as the chief legislative and administrative body of the nation, to initiate policies which will ensure that all resources are used to the best advantage for the well-being of its people. As an important segment of the citizenship, organized labour can discharge its full share of responsibility for the determination of public policy only by active participation in the political affairs of the nation."

Turning to labour unity, which the convention later emphasized when it endorsed a no-raiding pact with the Trades and Labour Congress of Canada, Mr. Mosher said that the Congress was "greatly pleased" to have received a letter from the TLC indicating they wished to explore the possibility of closer relationships with the CCL. Earlier in his address the CCL head had stated that "until we have organized the unorganized workers, and brought about a substantial degree of unity between all *bona fide* labour organizations in Canada, we are in a more or less vulnerable position, and subject to attack by reactionary forces that might weaken and hamper us in the attainment of our objectives".

Commenting upon the measures already taken in the field of unity, Mr. Mosher stated that "the ultimate objective of the steps which have been taken is organic unity in the Canadian labour movement".

"This is regarded as possible and desirable," he went on "in view of the fact that the policies of the two organizations, so far as legislative and many other matters are concerned, are substantially the same".

Mr. Mosher told of the CCL's request in June for a moratorium on mortgages for persons unemployed or on short time, the suspension of eviction proceedings, amendment of the Unemployment Insurance Act to extend and increase benefits, the launching of new public works and an expanded housing program, increased aid to underdeveloped countries, and the adoption of a

comprehensive public assistance scheme, including federal aid to municipalities in meeting welfare costs.

We are strongly of the opinion that the Federal Government has failed to realize the extent of unemployment in Canada. In spite of the urgency of the situation and repeated statements by both Congresses, the Government has taken the position that the unemployment was largely seasonal; but events have shown that its optimistic attitude was based on hopes rather than economic realities.

Turning to immigration, the Congress leader pointed out that the labour movement generally was not opposed to this and felt that the population of Canada might be a great deal larger. He stated, however, that labour felt that immigration should be determined by the economic conditions of the country, at any particular time, and not just from the viewpoint of employment but also of housing conditions.

"The bringing of any considerable number of immigrants to Canada at the present time is wholly unwarranted," he declared.

Mr. Mosher ended his remarks by saying:—

"In my opinion, the most remarkable development in the Canadian labour movement during the past year is the expansion of its interests from the job level to the world scene; the furnishing of information and understanding to an ever-widening group of Canadian citizens with a view to increasing their influence both at home and abroad, and the provision of facilities for co-operation with other groups of citizens interested in allied fields". He added that "the labour movement in Canada, as represented by our Congress, is assuming its responsibilities in every field of human interest to an extent which justifies its recognition as a highly important and essential Canadian institution."

## Hon. Milton F. Gregg

"It is vital that everyone in Canada today has an appreciation of the significance of our accepting obligations in the international field," said Hon. Milton F. Gregg, Minister of Labour, in his address to the 14th annual convention of the Canadian Congress of Labour.

"We in the Government," he said, "have been encouraged by your active interest in and support of our policies and objectives in the field of international affairs."

Because of the importance of many of the problems discussed by labour during its annual conventions, they are bound to have a "marked impact" upon the conduct of affairs in Canada, he told the delegates.

### 400,000 Members

Membership in the Canadian Congress of Labour has reached the 400,000 mark for the first time. This announcement was made to the Congress delegates on the first day of the convention.

Formal approval was given September 25 to the affiliation with the Congress of the Amalgamated Civil Servants of Canada, which represents some 8,500 workers in various federal government departments.

"You have concerned yourselves in part with problems of trade, the United Nations, the ILO, and the needs of those countries which have had few opportunities for physical development," he stated.

Turning to collective bargaining, the Minister noted that it was a matter between union and employer. "I am sure we all agree, or mostly all, that disputes that arise in this regard should be resolved as far as possible with a minimum of reliance on outside assistance," he said.

With regard to domestic issues, Mr. Gregg noted that the Congress had made submissions year after year to the federal and provincial governments requesting legislative action on problems affecting labour. He said these requests can sometimes be granted, and sometimes not.

The Minister said he found these legislative proposals to be of two kinds: measures to improve the security of the worker—to protect him against the risk of unemployment, the cost of doctor and hospital bills, to safeguard him in a comfortable old age—and measures to widen his range of opportunity—to improve his job, to find employment without discrimination, to receive training for skilled occupations, to obtain a better education for himself or for his children. Mr. Gregg described this as "the range of opportunity we think all Canadian citizens should have".

"There is, I believe, a wide measure of agreement that we should move forward, through the democratic process towards these objectives," he continued.

"There may be and there are differences of opinion as to the rate of speed. Legislation to provide unemployment insurance, family allowances, old age security, and to try to eliminate discrimination, has been passed in response to these widely-shared aspirations."

Stating that in a number of cases concerning security and opportunity government action may be necessary, the Minister pointed out that private initiative and community effort are also required.

Government Publication

"Security on the job for the average worker, for example, has been improved not only through legislation but also through collective bargaining with respect to such matters as seniority systems and grievance procedures," he said. "In another area, that of pensions, the Government has gone a long way to meet the need by legislative action, through the establishment of the universal old age pension at age 70. Meanwhile, private pension plans are in effect in a large number of establishments, providing additional benefits. Private action and government action have supplemented each other here."

Commenting upon workers who have built up pension rights in a particular establishment and who wish to change employment, the Minister remarked it was important that employees should be able to preserve the pension rights they have built up in previous occupations.

Many pension plans provide for the right of the workers to receive back the contributions made to the pension fund by himself or by his employer, in event of termination of employment. Some plans give the worker the choice of receiving these contributions in cash or as a deferred annuity. There is the temptation for the worker to choose cash instead of the deferred annuity. But if he does so, he forfeits just that much security he might have enjoyed when he reaches retirement age. This is something which I think calls for constructive thought and action on the part of both employers and unions.

Mr. Gregg listed discrimination, the employment of women in industry, rehabilitation of injured and disabled workers, and labour-management relations as other fields in which consultation and co-operation between various groups in society should supplement legislative action by governments.

Referring to the employment of women in industry, the Minister mentioned the recent establishment of a Women's Bureau in the Department of Labour.

Declaring the problem of unemployment to be one with which all are at present concerned, Mr. Gregg said:—

"This is a matter in which the people of Canada have agreed that governments have a highly important part to play, but one to which our various governments cannot find the answer without the responsible help and co-operation of other groups in the community."

Reviewing the unemployment situation in Canada over the past year, when "we have had more unemployment in the Canadian economy than any of us would like to see", Mr. Gregg said the situation reflected the passing of the inflationary pressures that followed the Second World War and the Korean conflict. Since 1952, increased international competition and the disappearance of backlogs of consumer demand forcefully brought home to Canadian producers the rigours of competition.

"Over the past couple of months," he said, "there is growing evidence that employment and production did not increase between July and August, which is normal for that time of the year, and the number of people with jobs increased slightly although the number is still somewhat below last year's level."

On the hopeful side of the economic picture, Mr. Gregg remarked that there was increasing confidence in the United States that the business outlook was improving and that in Canada the level of investments was running close to last year's "high" levels. "The long-run outlook for the development of our country's resources has seldom been brighter," he added.

With reference to seasonal unemployment, Mr. Gregg said:—

While I do think we cannot hope in Canada to eliminate seasonal unemployment, I firmly believe that if governments, unions and consumers work at this problem co-operatively its undesirable effects can be substantially reduced.

The Labour Minister said the total income of wage and salary workers has not dipped below last year's levels in spite of more unemployment.

As you are well aware, unemployment insurance has been of considerable help in maintaining the wage earner's purchasing power. In this connection, I might say that the Unemployment Insurance Act is presently under intensive review and I can assure you that the representations of your Congress, as well as those of other groups, are receiving careful consideration in this review.

Positive government action with regard to the unemployment situation, said Mr. Gregg, is directed "to encouraging a high level of capital investment and resource development which means more jobs for workers. The Government is following a liberal monetary policy and has undertaken legislative changes which will broaden the flow of mortgage funds for home building."

For several months, he said, the federal government has been seeking to develop ways and means of implementing the very useful recommendations made in the report on seasonal unemployment issued by the National Employment Committee and published in the April issue of the LABOUR GAZETTE.

The federal government will do its utmost to arrange its own building and other construction undertakings so that the maximum

amount of employment therefrom will be made available to Canadian workers during the winter months. A committee is examining the contracting and spending programs of the government to see how they affect the industries concerned and how they might be adjusted to make more winter work.

"Unemployment," said Mr. Gregg in conclusion, "requires a many-sided approach and a good deal of imagination, goodwill and co-operation on the part of many persons and groups, if we are to solve it effectively."

## No-Raiding Pact

After considerable debate, the Canadian Congress of Labour approved the draft no-raiding pact already approved by the Trades and Labour Congress of Canada (L.G., Sept., p. 1248). The pact will immediately affect some 18,000 workers in unions directly chartered by the Congress; the major international unions are bound only if they sign the pact individually.

In its report to the delegates, the executive council of the Congress pointed out that raiding by unions violated the basic principle of honouring the right of individual workers to select the union of their free choice. It noted: "The expenditure in terms of resources, time and effort dissipated in raiding campaigns is invariably out of all proportion to the results achieved, and contributes nothing to the over-all strength or unity of labour. Inestimable benefits would accrue if the same resources, time and effort were employed in constructive endeavour."

In the debate which ensued, J. Murdoch of the United Rubber Workers voiced his opposition, pointing out that the principles and policies which led the CIO to leave the AFL were still in effect today. Support for the pact was given by William Mahoney of the United Steelworkers and by R. J. Lamoureux, President of the Quebec Federation of Industrial Unions.

Mr. Lamoureux, however, stated that his organization would give only qualified approval to the pact. He told the delegates "not to forget the existence" of some 100,000 members in the Canadian and Catholic Confederation of Labour. He urged that such an agreement be reached with the CCCL.

Murray Cotterill, special western representative of the United Steelworkers of America, voiced his approval of the agreement but warned that the pact should not be regarded as bringing labour unity. "We will never be able to bring about labour unity in a jurisdictional straight jacket," he cautioned.



**Donald MacDonald**
**Reports Membership Gain**

Joseph Morriss, President of the International Woodworkers of America, told the delegates that his 37,000-member union had rejected the pact. Noting that it was the opinion of his union that the pact placed the worker in a straight jacket, Mr. Morriss stated that he could not accept the agreement in its present form.

Strong support for the agreement was voiced by Harry Chappell, President of the Canadian Brotherhood of Railway Employees. Terming the agreement only "common sense", Mr. Chappell stated that raiding had resulted in labour receiving second-class collective agreements. He pointed out that his membership would not be receiving the benefits they were today if it had not been for a working arrangement with TLC unions on the railways.

## Economic Policy

Declaring that Canada's economic plight is serious enough to justify a policy of deficit financing, the Congress approved a 12-point program designed to put "more buying power into the hands of the people".

The 12 points were enumerated in a statement on economic policy, prepared by the Congress executive, that declared there were enough unmet needs in Canada to provide "full production, full employment,

and steadily rising standards of living for as far into the future as we can see" and asserted that the only way to develop the "new economic frontier" that such needs constitute was by increasing buying power.

The policy statement warned that "if total output stands still while population, plant and equipment, and productivity go up, the result can only be idle plants and idle workers".

Considerable debate ensued over the first point of the program, which in addition to calling for wage increases which would thereby "expand markets, production and employment," noted that "where depressed industries can show that increased wages cannot be met, they must, at least, be held at present levels".

William Stewart of the Shipyard Workers Federation of Vancouver attacked this latter point. "The hold-the-wage-line policy has been the line of the bosses," he said. "If we asked 25 cents an hour for every worker in this country this year, we wouldn't be making a dent in the super-profits industry has made."

The program was supported by Secretary-Treasurer D. MacDonald, who declared: "We would be stupid if we didn't take cognizance of the fact that some industries cannot conform to our basic general policy of wage increases. We would be held up to a thousand times more ridicule if we failed to recognize what is a fact".

Among other speakers supporting the economic statement were George Home, Secretary of the British Columbia Federation of Labour, Harold Daoust, Canadian Director of the Textile Workers Union, and George Burt, Canadian Director of the United Auto Workers.

"The measures proposed will involve deficit financing," the report declared. Federal government policy, it noted, had been to amass surpluses in good times in order to reduce the inflationary threat posed by excessive purchasing power. "We have had the prosperity and the surpluses," the report declared, "now is the time to bring the other part of the policy into play. Better a budget deficit than the human deficit of idle workers.

"The longer we wait," warned the report, "the bigger the human deficit will be and the bigger the budget deficit we shall have to incur in order to meet and end it".

In addition to a demand for higher wages, with the proviso that wage rates be maintained in depressed industries, the economic statement recommended:—

A reduction in working hours and the maintenance of take-home pay.

Increased unemployment insurance benefits, higher benefit categories, elimination of non-compensable days, reduction or elimination of the waiting period, and a general liberalization of the Unemployment Insurance Act.

Provision of benefits out of consolidated revenue for those who have exhausted their unemployment insurance but who are still unemployed and the establishment of a nation-wide "public assistance plan" to provide for unemployed workers not covered by the Act and their families.

Raising of personal income tax exemptions, imposition of a capital gains tax, repeal of tax exemptions for dividend income and the reduction of the sales tax with a view to abolishing it "as soon as possible".

A public investment program on the federal, provincial and municipal level for the construction of housing, schools, hospitals, roads, etc.

Promotion of exports through special trade missions, trade agreements with specific countries and the lowering of barriers to "international trade generally".

A planned immigration policy, "based on the country's capacity to absorb immigrants in an expanding economy, without lowering the standard of living".

Maintenance and increase of farm purchasing power.

A substantial increase in Canada's contributions to the Colombo Plan and the United Nation's Technical Assistance program and support for an International Development Fund under the UN.

Special measures to aid depressed industries and to aid depressed areas by bringing industries to those areas or by helping workers to move to areas where employment is available.

### Unemployment Insurance

A record number of resolutions on unemployment insurance, 28 in all, were presented to this year's CCL convention. This was an increase of ten over the number presented in 1953.

The CCL Unemployment Insurance Committee in presenting its report to the convention stated that "Canada was on the eve of the worst spell of unemployment in many years".

After examination of the resolutions submitted, the committee recommended: higher benefit rates and the division of the present highest insurance class into two new classes, one for those earning between $48 and $59.99 a week and another for those earning $60 or more a week.

Terming non-compensable days "unjustified", the committee urged the Congress to press for their elimination from the Unemployment Insurance Act. In the same vein it called for an amendment to the Act which would abolish the present waiting days before benefit is paid.

Pointing out that the present maximum period of 306 days during which benefits are paid are "sufficient to take care of the needs of the great majority of unemployed workers", the committee recommended that the Congress make representations to the Government with a view to increasing the minimum period from the present level of 36 days to 20 weeks.

Concerning resolutions which asked that benefits be paid as long as unemployment lasts, the committee pointed out that unemployment insurance was not a "cure-all for large-scale and prolonged unemployment" and noted that when unemployment reached major proportions, then resources beyond those of the actual fund should be utilized.

Benefits payable to all claimants who suffer illness during unemployment, whether the illness causes unemployment or otherwise and whether or not the non-compensable day or waiting period had been completed, was also recommended.

The extension of supplementary benefits was urged by the committee with the additional recommendation that such benefits be increased to at least 80 per cent of the regular benefit rates. It was further asked that money for such benefits should be taken out of consolidated revenues and not from the unemployment insurance fund.

A resolution calling for the complete elimination of the disqualification period was rejected by the committee, which observed that "surely an Act of this sort should carry some penalty against dishonest claimants".

Among the other changes in unemployment insurance legislation which were requested were:—

That the disqualification period be reduced from six to three weeks. (Where more than one week's disqualification is imposed, the committee recommended that each week be separated from the next by a week of benefit.)

That the benefit year begin as of the date of entitlement and not from the date of disqualification if such occurs at the time of filing a claim.

That hospital workers be brought within the provisions of the Unemployment Insurance Act.

That no referrals for employment be made to plants where a labour dispute exists.

That participation in a work stoppage be added to the list of reasons for which extension of the two-year period would be made possible.

That the four-day regulation affecting workers in plants with a five-day week be eliminated.

That the benefit regulation which makes non-compensable the day of unemployment immediately before or after a recognized holiday be eliminated or modified.

That employees be permitted to continue to accumulate credits while in receipt of workmen's compensation.

That reciprocal arrangements be made with other countries on behalf of immigrants who enter into insurable employment.

That an increase be made in the amount of supplementary earnings permitted while on benefit from $12 to $15 a week.

That ex-inmates of prisons be enabled to receive benefits to aid them in their rehabilitation.

## Agricultural Implement Committee

In its report to the delegates, the National Agricultural Implement Committee, which was established at last year's convention to deal with the problems facing workers in the agricultural implement industry (L.G., Oct. 1953, p. 1444), described as "quite disappointing to us" a meeting with representatives of labour, management, government and agriculture in Ottawa on March 30.

At other meetings of the Committee, unemployment and collective bargaining in the industry were again reviewed, the report stated. For the workers, "the general picture at the moment looks really bleak," it declared.

The report surveyed a series of agricultural implement plants and noted that employment had declined over the past few years. The report added that "the most important matter we would like to bring to the attention of this convention is the manner in which workers in the agricultural implement industry have suffered collective bargaining reverses because of management taking advantage of the serious layoff situation".

It further warned the delegates that if their unemployment problems became as difficult as those facing the agricultural implement workers, "then you may expect to receive the same kind of answers in your collective bargaining negotiations as we did".

## Railway Dispute

"The action of the Government in forbidding the exercise of the right to strike and imposing arbitration of the disputes" were "deplored and condemned" by the Congress when it unanimously approved a resolution criticizing the Government's action in the current railway dispute. The government's action was a "departure from the traditional freedom of industrial workers," the resolution declared, and had "grave implications and potentialities" for all Canadian workers.

Harry Chappell, President of the Canadian Brotherhood of Railway Employees, outlined the background of the 1950 strike and the 1954 dispute. He stated that the employees' negotiating committee had to accept arbitration or be faced with a special session of Parliament. He stated that if Parliament had been summoned, legislation prohibiting strikes on steam railways would have been passed and that the provinces might well have followed the Federal Government's example. The negotiating committee, he added, did not want to burden railway workers with this kind of legislation and by their conduct had temporarily protected the employees from this. The workers will have to tell the Government that they are "violently and bitterly" opposed to any attempt to take from them the right to strike, he declared.

William Davies of the Saskatchewan Federation of Labour said conciliation proceedings in Canada have the effect of taking from labour the right to strike at the most effective time.

Elroy Robinson, Vice-president of the CBRE, called the railway arbitration "the issue of freedom of the people". He added: "When we find in this democratic country one man saying there will be no railway strike, I think of Mussolini and Hitler". Mr. Robinson said it was "not the prerogative of a Prime Minister to dictate legislation".

W. J. Smith, chief CBRE representative on the negotiating committee, said the "basic liberty of all Canadian workers is at stake". He said the railway employees had accepted compulsory arbitration "under duress" in order to give Canadian labour time to organize.

Mr. Smith warned that once legislation banning strikes was on the statute books, it was very difficult to have it repealed. He cited the example of the United Kingdom, where railway workers lost the right to strike in 1926 and did not get it back till 1946.

In addition to condemning the Government's action, the resolution asked that "it be laid down as a basic and a guiding principle in such imposed or involuntary arbitration that the working conditions and rates of pay of railway employees be established at least on a level comparable with those in effect in other major Canadian industries".

The resolution was identical with that passed by the TLC at its convention in August (L.G., Sept., p. 1252).

## Political Action

As it has every year since 1943, the Canadian Congress of Labour re-affirmed its recognition of the Co-operative Commonwealth Federation as the "political arm" of the Congress. A large majority supported a resolution urging all labour councils and local unions to set up immediately political action committees where they did not exist and suggested to such committees that all union members be urged to "identify themselves actively in their respective voting constituencies with the party recognized by the CCL as its political arm".

Opposition to the resolution was voiced by William Stewart, Vancouver Shipyard General Workers Federation, who said "I think it is politically wrong for us to continue to do this every year". He stated that the Trades and Labour Congress of Canada and the Canadian and Catholic Confederation of Labour have begun to see the need for political action but "they have shied away from one political party because they know it won't work". Mr. Stewart called for a united labour movement whereby there would be one candidate in each constituency whom all workers could support.

George Home, Secretary of the British Columbia Federation of Labour, said that the election of 13 CCF members to the B.C. Legislature was an example of "unity of political action through the CCF". He noted that of the 13 members, five are members of AFL unions, five come from CCL unions and three belong to independent unions.

Urging support of the resolution, Steelworkers' representative William Sefton noted that "most of the reasons for unemployment are the result of decisions made on the political level". Another Steelworker delegate, John Morgan of Hamilton, pointed out that of the 281 resolutions submitted to the Convention, 251 could have been solved by political action.

Speaking from the head table, Harold Daoust, Canadian Director of the Textile Workers Union, refuted remarks that the head officers of the Congress had not taken too active a part in political action. He stated that the present government had done nothing and he condemned what he termed their "do-nothing" attitude towards unemployment. Calling upon the convention to band together, Mr. Daoust urged labour to go out and participate in political action.

Speaking against the resolution, J. K. Bell of the Maritime Marine Workers Federation, Halifax, asked: "Is this great labour organization going to eliminate itself by a marriage to the CCF? Will the constitution some day provide that you have to belong to the CCF? We won't build this organization; we will weaken it".

## Foreign Policy

Canada's foreign policy was endorsed by the delegates following a lengthy debate. A substitute resolution, which replaced 15 separate resolutions previously submitted, emphatically rejected what was termed "the new Soviet line of 'peaceful coexistence' ". The resolution regretted that "so little progress has been made towards an agreement for the reduction of and strict international control over atom, hydrogen and conventional armaments".

Support of NATO and the recently concluded South East Asia Treaty Organization was urged in the resolution. William Sefton of the United Steelworkers supported the resolution's approval of NATO but warned that SEATO was only temporary and is directed solely against Communist nations. This, he stated, gave a free hand to Sygman Rhee and Chiang Kai-Shek to enter into aggressive moves.

Strong support for SEATO was urged by executive committee member H. Landon Ladd, who noted that "you cannot deal with the Communists from a position of weakness". He added that Canada should be willing to support SEATO in order to protect itself from aggression and remarked that if anybody should be aware of the Communist threat, it was the trade union movement.

A German contribution to European defence was also approved in the resolution, the Congress going on record that "weakness or appeasement will not halt aggression or serve the cause of peace".

Concerning trade with the Soviet bloc, the resolution stated that orders placed by Communist countries "during this propaganda campaign" have been insignificant. It added: "We welcome trade with nations who wish to trade but we do not favour giving aggressors the means to destroy."

In other fields of international activity, the Congress emphasized its support of the principle of a United Nations Special Fund for World Economic Development, called for an increase to "at least" $100,000,000 a year in Canada's economic assistance for the Colombo Plan and other related technical assistance schemes, condemned the Soviet Union for blocking a German and Austrian peace treaty and for refusing to permit free elections in Germany, extended fraternal greetings and support to workers "in dictatorship countries", reiterated its opposition to the "odious white supremacy policies" of the Malan Government in South Africa, urged Canada to recognize the *de facto* government of China and supported its admission into the United Nations and, finally, condemned "the Franco dictatorship" for its restrictions of human rights "as illustrated recently by its refusal to allow freedom of worship to Jews in Spain".

## Omer Becu

A membership of close to sixty million workers of many creeds and races forms the International Confederation of Free Trade Unions, Omer Becu, President of the Confederation, told delegates at the annual convention banquet. Mr. Becu, tracing the development of the trade union movement from the beginnings of the 19th century, remarked that "today the trade unions in most civilized countries are recognized as an established institution, are consulted, even by conservative governments, about national legislation and are even welcomed by the more enlightened employers as a stabilizing force in industry".

The ICFTU President warned the labour movement that social justice has always had to be fought for "and probably always will". He added: "Whatever you may think of pacifism in international politics, it won't work in industry."

Pointing out that if the workers' interests were to be properly looked after, international bodies would have to be established, Mr. Becu cited the role of the ICFTU and the international trade secretariate whose original tasks, he said, were "to keep national trade unions and federations informed of developments in other countries, and to help them in their fight for better conditions".

Though there existed other international bodies "which claim to represent the workers, like the International Confederation of Christian Trade Unions and the Communist World Federation of Trade Unions," Mr. Becu called the ICFTU "the



**Omer Becu**
ICFTU President

Omer Becu, born in Ostend, Belgium, in 1902, served for many years in the Belgian merchant marine and became Secretary of the Belgian Wireless Operators Union, subsequently amalgamated with the Belgian Union of Transport Workers.

During the Second World War he was active in the organization of the Belgian Transport Workers Union and became national secretary of the "dockers" section of that body. Mr. Becu was a key figure in the "battle of the ports" in which the democratic trade unions defeated Communist attempts to sabotage the Marshall Plan and the North Atlantic Treaty Organization.

In 1946, Mr. Becu was elected President of the International Transport Workers Federation, a central body for transport unions throughout the world. In 1949 he succeeded J. H. Oldenbroek as general secretary of that body.

At the third world congress of the International Confederation of Free Trade Unions in Stockholm in 1953, Mr. Becu was elected President, succeeding Sir Vincent Tewson.

voice that counts" and added: "I can say without fear of contradiction that the others trail along behind."

Turning to labour movements in the underdeveloped countries of the world, the labour leader pointed out that living and working conditions in these areas were still "very much inferior to those in the West". He cited the poverty and hunger in India and called these conditions a major argument for a world-wide free trade union movement. He remarked: "Today it is being realized more than ever, that no single nation can live in peace, security or plenty apart from all others. By the same token, the raising of labour standards is not simply a matter of sectional interest, but vital to the prosperity and progress of the whole world".

In order to help the development of a free trade union movement in the underdeveloped countries, the ICFTU has sent missions to India, Pakistan, Japan, Formosa, Burma, Thailand, Indochina, Hong-Kong, the Philippines, Malaya, Greece, Korea, North, East and West Africa, Turkey, the Arab countries and all parts of Latin America during the past four years, Mr. Becu stated.

Because many of the trade union movements in these areas are still in their infancy and often lack experience, the ICFTU has worked out a scheme of trade union education, Mr. Becu said. As a case in point, he cited the Asian Trade Union College founded in Calcutta, which provides three intensive courses each year. These include such topics as the history, functions and methods of trade unions, collective bargaining methods, law and economics.

World-wide activities such as the ICFTU carried out require considerable financial support, Mr. Becu reported, and he added that in this connection the Canadian Congress of Labour was the highest contributor in the world on a per capita basis.

The Confederation leader warned that trade union movements which reject democratic trade unionism are seeking to conquer the world and that they thrive on "poverty and misery". He noted that such movements seek out those who are living in conditions so bad that anything would be an improvement. Mr. Becu called this threat a disease that could be cured only by removing the cause, which was poverty. He emphasized that the only effective cure that had so far been discovered was the power of trade unions and the improved conditions that they were able to bring about.

Mr. Becu stated that if only there were effective trade unions in all parts of the world, able to secure for the workers a fair share of the products of their labour, there would be no need to fear Communism, for it would not look attractive enough.

Until "imperialist communism" was abolished or until it changed its nature, the world would live in fear of war, he went on. "I believe that the world is tired of war; I believe the world is frightened of the situation into which it has brought itself; I believe the world is ready to submit to an international regime which will make war impossible." Mr. Becu then pointed out Communist Russia as standing "in the way of peace".

The ICFTU President stated that President Eisenhower's proposal for the creation of a world pool of atomic energy, under international supervision and to be used for peaceful ends, was one that labour could wholeheartedly support.

"We ardently desire the abolition of weapons like the atom and hydrogen bombs, just as we urge the progressive reduction and eventual abolition of all armaments," he said.

Mr. Becu stated that unity was needed in order to build a new world order and remarked that this unity was reflected in the ICFTU. It was only upon unity that the strength could be created whereby the enemies of democracy would be made to listen to reason, he said.

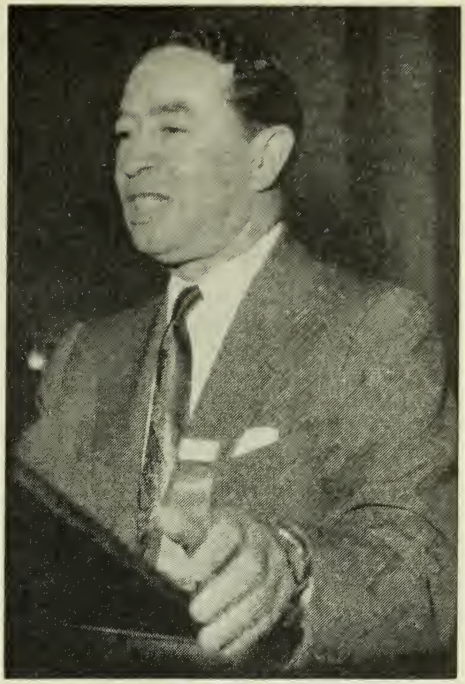
In concluding his remarks, Mr. Becu expressed confidence that the free world's cause would succeed, adding that it "is the cause of social justice, the cause of human rights and last but not least the cause of human dignity".

## J. Ernest Wilkins

Greetings from James P. Mitchell, United States Secretary of Labour, were extended to the CCL delegates by J. Ernest Wilkins, Assistant Secretary of Labour.

Pointing out that his job with the U.S. Department of Labor had to do with international labour affairs, he remarked that "the participation of the nations of the Western Hemisphere in the ILO is extremely important, particularly in view of the growth of those nations under the domination of the Communist ideology".

The elimination of sub-standard working conditions and levels of living were cited by Mr. Wilkins as being among the most important of the International Labour Organization's objectives. He remarked: "A competitive market based upon inadequate wages and working conditions is unfair. To the extent that this market can be reduced by voluntary action is the direct advantage to workers in every other nation."



**J. Ernest Wilkins**
"Discrimination Indefensible"

Pointing out that Communism "feeds directly" upon the world's poverty, ignorance, hardship and suffering, Mr. Wilkins stated that the improvement of the living and working conditions of those who labour provides an effective check to Communist efforts. In view of this, the United States official noted that every anti-Communist element should support with all their resources the ILO's struggle for social betterment.

Turning to his own country, Mr. Wilkins referred to the work of the President's Committee on Government Contracts which seeks to prevent discrimination in employment by contractors doing business with the Federal Government against any applicant or employee because of his race, religion, colour or national origin. Mr. Wilkins is vice-chairman of this committee.

"Discrimination weakens the moral position of any nation which practises it and gives Communists an opportunity to play up racial bigotry and create anti-sentiment against any nation practising discrimination in employment," he said.

"There is neither reason nor excuse in a land where we believe all men are created equal for denying equality of opportunity

in employment. Such discrimination is morally indefensible, as well as economically unsound.

"The goal of the President's Committee on Government Contracts we believe is a goal which should be the aim of every forward-looking businessman, as well as the aim and goal of every trade union in the world."

In concluding his address, Mr. Wilkins referred to the outlawing of segregation in the public school system of the United States on May 17, 1954, when the Supreme Court decision was handed down. He called it another "great milestone" in the "liberation of the minds and souls of men".

## Other Speakers

### Premier T. C. Douglas

A warning that the first task of labour is to see that it does not lose any of the gains it has achieved in the past was directed to the Canadian Congress of Labour by the Hon. T. C. Douglas, Premier of Saskatchewan.

Prosperity must be maintained, he said, and what adversely affected one part of the economy adversely affected all groups in the community. "Prosperity," he pointed out, "is indivisible."

The Premier stated that farm prices had declined over the past year and remarked that there was every indication that they would drop as much as 20 per cent in the coming year and by perhaps as much as 50 per cent in Saskatchewan.

Pointing out that industrial production had declined by 3 per cent in the first five months of this year, he warned both the Congress and the people of Canada that if the country entered a period of economic recession, it was as unprepared as it had been in 1929.

"It's hard to realize that in an intelligent society we went through ten years of misery and privation," he continued. "Once more the surpluses are piling up. Once more we don't know what to do".

Mr. Douglas argued that if the country could finance a war in 1939 then it could finance a war against poverty, privation and unemployment. As another approach to solving our economic problems, the Premier recommended the raising of income tax exemptions, increasing old age pensions, veterans' pensions and family allowances. These would help eat up our agricultural surpluses, he stated. Mr. Douglas felt the same argument could be put forward for a national health plan which, by taking care of a person's medical and hospital costs, would thereby allow him to spend more in the market.

With respect to the international field, the Saskatchewan Premier noted that the only real defence we have is to feed the hungry, to "uplift the fallen". He suggested that if we were prepared to make gifts to the underdeveloped countries for a ten-year period, we would make more friends than all the armaments in the world could.

### A. W. Cormack

Increased costs and declining incomes are some of the most serious problems facing the farmer today, A. W. Cormack, President of the Ontario Farmers' Union, told the delegates. Mr. Cormack spoke in place of Joseph Phelps, Chairman of the Interprovincial Farm Union Council, who was unable to attend.

Mr. Cormack stated that in 1951 the earnings of Canadians increased by $951 million with the exception of the farmers, whose income declined by $256 million. He pointed out that farmers and labour were inter-dependent and that "high wages did not mean high prices". Stating that "farmers are being educated through unions to the necessity of group action," Mr. Cormack called upon labour "to educate your people to the needs of the farmers".

The farm union President told delegates that there is a spread of 40 to 70 per cent between what the farmer receives for his produce and what is finally charged for the produce.

"When the farmer's income is low, he can do only one thing: drag you fellows down with him," he warned.

Mr. Cormack urged that farm incomes be kept up in order that farmers would stay on the job. In addition, the farm leader asked that labour understand the farmers' problems and cited two instances where strikes had resulted in considerable losses to agricultural producers. "Steady wages and stable markets" should be the slogan of farmers and labour, he concluded.

### Michael Widman

Warning the delegates that "there is a great deal of work yet to be done" in both Canada and the United States in organizing workers, Michael Widman, Assistant to United Mine Workers' President John L. Lewis, extended the greetings of Mr. Lewis to the CCL convention. Mr. Widman outlined briefly the work done by Mr. Lewis in founding the Congress of Industrial Organizations.

Mr. Widman pointed out how wages had been increased in the United States through the efforts of organized labour. This had been done, he remarked, with

only 25 per cent of the labour force organized and he indicated how much more could be done if 75 per cent of the workers were organized.

As a solution to the problems facing labour in Canada and the United States, the union official called for a modernization of activities in the labour field, no warring of unions one against the other, and the organization of the unorganized.

With respect to formation of a labour party in the United States, Mr. Widman felt that those who sought such a goal were in a minority. He remarked that as far as political action was concerned, American labour followed a policy of electing its friends and defeating its enemies.

Referring to the fact that some 2·5 million new jobs are needed in the United States economy each year and that some three million persons are unemployed, he remarked that this "can't produce a healthy economic structure". As a solution, he called for high wages and shorter hours of work.

"Shortening the working day is only in line with getting your fair share," he stated. Mr. Widman expressed the opinion that in the United States a 30-hour week is a necessity.

### Moshe Eskolsky

Members of Histadrut — the Labour Federation of Israel — and their families comprise more than 55 per cent of that country's population, said Moshe Eskolsky, Histadrut representative. His organization, founded in 1921, was helping to make a civilization out of a wilderness, he said.

Noting that Histadrut was making workers out of immigrants coming mainly from the merchant class, Mr. Eskolsky said that it had built an organization "half a million strong" in "30 short years".

Among the major accomplishments of the labour body cited by Mr. Eskolsky was the establishment of a medical insurance plan covering more than a million persons and including within its scope all forms of medical protection.

## Housing

Low-cost and low-rent housing plans in conformity "with the average wage received by the people of Canada" were urged by the convention in the debate on housing. The resolution expressing Congress opinion on this subject stated that the Government's efforts to solve the housing situation in Canada "have brought no relief to the vast majority of the people of Canada".

In another resolution that received approval, the CCL was asked to embark on a program to encourage local unions to start their own co-operative housing projects.

International Woodworkers delegate S. M. Hodgson, speaking in the debate, stated that the Congress membership throughout the country should bring the housing problem to the attention of the Federal Government. William Stewart of the Shipyard General Workers Federation called for a united approach by labour in Canada to demand action from Ottawa on the housing situation.

Originally, eight resolutions were submitted for the convention's attention by various labour organizations within the Congress.

## Immigration

Establishment of a national advisory committee on immigration comprised of representatives of labour, management, agriculture, welfare and government to review all aspects of immigration and recommend required changes in legislation and administration was urged by the Congress. The resolution on immigration pointed out that unemployment was at an "unprecedented" level and that the number of immigrants entering Canada during the first seven months of 1954 was higher than in the same period of 1953.

The Federal Government's immigration policy was criticized for the "substantially increased influx of immigrants during winter months" and was blamed for "great hardship for both new and settled Canadians". In addition, the Congress stated that the present policy discriminated against "coloured persons, particularly from Commonwealth countries".

The Government's "abysmal failure" to maintain full employment was said to have made the curtailment of immigration "inevitable".

Labour interest in immigration was indicated in the number of resolutions, 11 in all, that were submitted to the convention on this topic. One resolution, which was not debated as the substitute resolution replaced all 11, called for a complete halt to immigration until all Canadians "are gainfully employed".

## Taxation

Increased income tax exemptions amounting to $1,500 for single persons, $3,000 for married persons and $400 for dependent children qualified for family allowances were urged by the Congress.

A resolution calling upon the Federal Government to allow taxpayers to claim all medical and hospital expenses as deductible from taxable income was also approved. At present, medical and hospital bills exceeding three per cent of income are allowed as deductible items.

Considerable debate ensued over a resolution asking that working clothes, tools and transportation to and from work be deducted from income tax. In recommending non-concurrence, the resolutions committee stated that the cost of such items belonged to the field of collective bargaining. The resolution was referred back to the committee with a recommendation that it be studied and rephrased.

A resolution asking that the Federal Government amend the Income Tax Act to provide for the exemption of university fees was defeated. Legislation allowing the exemption for income tax purposes of unemployment insurance paid by workers only was asked by the Congress.

## Old Age and Blind Persons' Pensions

An increase in the monthly old age pension to $65, payable at age 65 and without the means test, was called for in a resolution substituted for 11 calling for changes in present pensions legislation.

Two of the resolutions originally submitted had asked for monthly pensions of $75 at age 60.

Concerning blind persons, the Congress asked that the means test be removed for such persons, that they be granted an "adequate allowance" over and above other pensions or income they may receive and that exemptions of $1,500 and $3,000 be granted for income tax purposes to single and married blind persons, respectively.

## Equal Pay For Equal Work

The enactment of provincial and federal legislation, where such does not already exist, forbidding discrimination in wage payments to or working conditions of male or female workers who do the same kind of work or work requiring equal effort and equal skills was urged by the Congress. In addition, the Congress and its international and national affiliates were urged to conduct a program whereby wage and other discriminatory differentials would be abolished through collective bargaining.

During the debate on the topic, a woman delegate expressed the view that more could be done to bring about equal wage and working conditions through the action of labour than by legislation. She said Ontario's equal pay legislation was ineffective.

## St. Lawrence Seaway

Seven resolutions dealing with the St. Lawrence Seaway project were submitted for the consideration of the convention. Most of these emphasized the need to see that Canadian labour and materials were utilized on the project and four called for the construction of an all-Canadian system.

A substitute resolution for the seven submitted recommended that the Federal Government protect Canada's right to expand the canal system, ensure that Canadian labour and materials would be utilized to the fullest extent possible and see that control of the canal system would fully protect "all the rights of Canadians".

J. K. Bell of the Maritime Marine Workers Federation urged that the Seaway be built solely by Canada. Another delegate said that Canada's national pride had been hurt concerning the Seaway and urged that Canada construct the project itself.

After debate, the convention voted to refer the resolution back to the committee with the recommendation that it be amended to include the demand that the Seaway be built along an all-Canadian plan.

## Coal Mining Industry

In the closing hours of the convention, the Congress turned its attention to Canada's coal mining industry, in which it said "conditions are adversely affecting the living standards of Canadian coal miners and their families".

Freeman Jenkins, former Director of District 26, United Mineworkers of America, reminded the delegates that after the Second World War subsidies were withdrawn from the coal mining industry by the Federal Government. If the coal mining industry was important enough to receive aid in wartime, it was important enough to receive aid in peacetime, he said, adding that in the present situation, coal should not be imported from the United States.

Noting that the coal industry "has further deteriorated" in the past year in both eastern and western Canada and that the proposed modernization and mechanization program has been partially suspended in eastern Canada because of a loss of markets to residual oil, the Congress went on record as "again urging" the Federal Government to inaugurate a national fuel policy in order that "our fuel resources will be utilized to the best possible advantage".

In addition, the Congress Executive was asked to give full support to any representations "compatible with CCL policy" which may be made to the Federal Government on behalf of coal miners.



**The CCL executive committee for 1954-55. Front row (from left): Executive Committee Member John Brady, Vice-president C. H. Millard, Secretary-Treasurer Donald MacDonald, President A. R. Mosher, Vice-president George Burt and Vice-president Sol Spivak; back row (from left): Executive Committee Members William Mahoney, H. L. Ladd, Freeman Jenkins, H. A. Chappell, Romeo Mathieu and Harold Daoust, and Executive Secretary N. S. Dowd. Absent from the picture are Vice-president Silby Barrett and Executive Committee Member Fred Dowling. Lone newcomer is Mr. Brady**

## Textile Industry

Federal government action in convening a conference of labour, management and government representatives in the textile industry was urged by the Congress to meet the unemployment situation in that industry. Debate on this topic occupied a considerable portion of the convention's time on the opening day.

Speaking in the debate, Edward Cluney of the Textile Workers Union of America said that the Congress had been urged a year ago to convene a conference with the Federal Government. John Whitehouse of the Textile Workers stated that trade schemes for skilled, trained textile workers were not adequate. Textile workers possessed skills, he said, that could not be replaced. He added that the Government cannot answer the problem, though it had been told that a "state of emergency" existed in Milltown, N.B.

Another delegate criticized both the Federal and the New Brunswick Governments for not taking action regarding the textile industry in New Brunswick. Tom Jones, a TWUA delegate from Milltown, called upon the "help of every labour man in Canada" to help solve the textile industry's problems.

## Election of Officers

Congress elections returned all the principal members of the executive with the exception of Malcolm Smith, former executive committee member, who did not stand for re-election. Left-wing candidates who stood for all the elective posts were soundly defeated.

Re-elected for his 15th term, President A. R. Mosher received 610 votes to 81 for William Stewart of the Shipyard General Workers Federation. Secretary-Treasurer Donald MacDonald was returned to office, receiving 615 votes. His opponents, D. McEntee of the United Auto Workers and Stan Thornley of the United Rubber Workers, received 78 and 28 votes respectively.

The four Congress Vice-presidents were re-elected with the voting as follows: George Burt, 710; Silby Barrett, 705; Sol Spivak, 703 and A. H. Millard, 677. J. T. Bell of the Maritime Marine Workers Federation received 99 votes.

Seven members of last year's executive committee were returned to office, the new member being John G. Brady of the United Auto Workers. The elected members and the votes received are as follows: Romeo Mathieu, Secretary, Quebec Federation of

Industrial Unions, 712; H. Landon Ladd, Canadian Director, International Woodworkers of America, 709; Harry Chappell, President, Canadian Brotherhood of Railway Employees and Other Transport Workers, 707; Fred Dowling, Canadian Director, United Packinghouse Workers of America, 704; Harold Daoust, Canadian Director, Textile Workers Union of America, 695; John G. Brady, United Auto Workers of America, 690; William Mahoney, Assistant Canadian Director, United Steelworkers of America, 689; and Freeman Jenkins, former Director, District 26, United Mineworkers of America, 674. William Rutherford of the United Auto Workers, who successfully sought election to the executive committee, received 107 votes.

### Committee on Human Rights

Ontario's new Fair Accommodations Act was praised by the CCL's Human Rights Committee as "another milestone towards the elimination of discriminatory treatment". The report was read to the Convention by Committee Chairman R. J. Lamoureux.

The report cited the recent series of radio broadcasts on discrimination sponsored jointly by the Department of Labour and the Canadian Council of Christians and Jews (see p. 1427 and L.G., Sept., p. 1265).

In connection with educational campaigns to eliminate discrimination, the report stated: "Legislation on the statute books is not enough in itself to eliminate discrimination in employment or otherwise. Legislation must be coupled with a broad educational program reaching all sections of the population but more particularly employers and workers."

The Federal Government was strongly criticized in the report for not providing for a section in the National Housing Act prohibiting discriminatory practices in regard to housing built under the Act. The report said that "minority groups in Canada are being hindered in purchasing or renting housing for no other reason than their national origin".

Stating that the Immigration Act contains "provisions of such obvious discriminatory character" that it is designed to prevent "Negroes, Asiatics and other such groups from entering this country solely on account of their racial or national origin," the Committee recommended that the Congress continue to make "energetic protests" against the Act as it is now constituted.

A Bill of Rights for Canada was urged by the Committee in view of the existence of "such an Immigration Act". The report also referred to the violation "from time to time" of civil liberties in Canada.

In the short debate which ensued, Eamon Park of the United Steelworkers stated that the government's anti-discrimination machinery in Ontario was inadequate. William Sefton, also of the Steelworkers, called upon the Canadian Government to ratify the United Nations Declaration on Human Rights.

### Constitutional Amendments

Union charters issued by the executive committee of the Congress may be amended in the future by the committee at its own discretion as a result of an amendment approved by the delegates. The committee was further empowered to delete, add to or substitute such names of the charter members as it deemed fit without in any way affecting the status of the union.

In a second constitutional amendment, the Congress provided that the executive committee may approve a variation in representation at conventions of provincial federations upon the receipt of an application from the federation concerned. Previously, a resolution had been submitted calling for the determination of federation representation by the federation itself.

A proposed amendment calling for honourary membership in labour councils for retired union members who had rendered faithful service to the council was not recommended by the committee on the constitution and not carried.

### ICFTU

CCL support for the International Confederation of Free Trade Unions in its efforts to organize the unorganized in the underdeveloped countries of the world was strongly approved by the convention after a lengthy debate. In addition, the convention urged all affiliated unions and chartered unions to contribute to the ICFTU on the basis of one cent per member per month.

Collaboration between the ICFTU and the World Federation of Trade Unions was urged by J. K. Bell of the Maritime Marine Workers Federation in an amendment to the Congress resolution. A. H. Millard, Canadian Director of the United Steelworkers, in opposing the amendment, asked the delegates to do more than approve the resolution but to go back to their local unions and stimulate the action necessary to arouse support for the ICFTU. He called upon the convention to help labour in the underdeveloped countries to organize as they saw fit.

After further debate, the amendment was defeated and the resolution carried.

### Other Resolutions

During the week-long convention, approval was given to resolutions calling for action upon a wide variety of topics. Among other things, they urged:—

Co-operation on a local scale of farm and labour forces.

Congress action in developing a program to protect the welfare and interests of older workers and in opposing the concept of arbitrary retirement.

Incoming officers and unions within the Congress to "wage the most determined campaigns" against labour legislation of the type adopted in Quebec and British Columbia.

Abolition of the Senate.

Congress support for the principle of the elimination of capital punishment.

Preparation by the CCL of appropriate material regarding the trade-union movement in Canada, in several languages if necessary, for distribution to immigrants.

That the national and international affiliates of the Congress amend their constitutions to make membership in provincial federations mandatory for their local unions and divisions.

Reaffirmation of CCL opposition to the granting of *ex-parte* injunctions in labour disputes.

The Congress to study the question of "contracting-out" with a view to seeing whether or not it can be controlled by suitable legislation.

The Congress to continue to press for the introduction of a 40-hour week for federal government operating employees.

The Federal Government to establish an "Industrial Pension Plan" which would allow pension plan credits to accrue irrespective of the number of employers a worker had been with.

Equitable farm prices for farm products.

An increase in family allowances to make up for the increase in the cost of living.

Opposition by the Congress to night opening in the retail trade and its support for retail workers in seeking shorter hours.

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# 33rd Convention of Canadian and Catholic Confederation of Labour

**Political action given most attention at week-long meet in Montreal. Delegates support province's right to levy income tax, urge Federal Government to permit its deductibility. Picard, Marchand re-elected**

Considerations of a political nature monopolized the 33rd annual convention of the Canadian and Catholic Confederation of Labour, held in Montreal from September 19 to 25.

Not only did the debate on political action last for two whole days, but this theme also pervaded the other subjects of discussion: unemployment, human rights, provincial income tax, Bills 19 and 20 and trade-union organization.

The delegates present, numbering about 500 and representing nearly 100,000 trade unionists in the province of Quebec, decided to carry on more pronounced political action and education while continuing their opposition to the creation of a labour party or the affiliation of the CCCL with any political party.

The convention also authorized the hiring of a permanent officer who will be commissioned, under the authority of the Executive Committee, to carry on the political education of union members throughout the province.

Declaring once more that the primary purpose of trade unionism is to defend the economic, social and moral interests of the workers through the bargaining of collective agreements, the delegates rallied to the idea that political action and education are the means of achieving this end today.

The meetings of the convention were held in the auditorium of the Building Trades Apprenticeship Centre.

A number of distinguished guests addressed the convention. These included the Hon. Milton F. Gregg, Minister of Labour, and Gaston Tessier of Paris,

President of the International Federation of Christian Trade Unions.

Gérard Picard, who has 20 years' service on the Executive of the CCCL to his credit, was re-elected General President for his ninth term. Jean Marchand was re-elected General Secretary.

For lack of time, the discussion on the unemployment question, considered "the most serious problem of the working class," was not completed. The delegates were studying a recommendation for a march on Ottawa to alert public opinion, submitted by the Textile and Clothing Federations, when the convention was adjourned, late Saturday night, for lack of a quorum.

The CCCL also made clear its attitude on the fiscal problem. The resolution stated that the provinces are entitled to sufficient sources of income to enable them to play the part devolving to them under the constitution, protested against the fiscal discrimination from which the citizens of the province of Quebec are suffering, and requested the Federal Government to come to an understanding with the Government of Quebec.

## Official Opening

The 33rd annual convention of the CCCL was officially opened on Sunday afternoon. Distinguished guests present included the Hon. Milton F. Gregg, Minister of Labour, and Gaston Tessier of Paris, President of the International Federation of Christian Trade Unions.

Earlier in the day the delegates had attended a solemn high mass in Notre Dame church, during which His Eminence Cardinal Paul Emile Léger, Archbishop of Montreal, delivered the sermon.

The General President took particular notice of the presence of Louis Philippe Poulin, General Secretary of the Catholic Farmers' Union, and of René Paré, President of the *Société des artisans,* who had come to bring to the workers the greetings of the farmers and co-operative members; he also noted the absence of the provincial Minister of Labour, who was represented by his Deputy Minister, Gérard Tremblay.

Among others present were: Aldermen Lucien Croteau and J. M. Savignac of Montreal; Alfred Charpentier, Honorary President of the CCCL and a member of the Quebec Labour Relations Board; J. P. Deslierres, Secretary of the Superior Labour Council; and Gérard Lemieux, Secretary of the Faculty of Social Science of the University of Montreal.

Several of the guests of honour spoke briefly at the opening session.

Mr. Poulin of the Catholic Farmers' Union stressed the fact that his organization is closely related to that of the CCCL. "The farmers go at it more slowly than you do," he said; "it takes them longer to solve their collective problems and especially to say what hurts them, but we hope that closer relationship will gradually be brought about."

Mr. Picard expressed the wish that closer co-operation will be established soon between these two organizations.

René Paré, President of both the *Société des artisans* and the *Conseil supérieur de la coopération* (Superior Co-operation Council), stated that he also was in favour of more effective co-operation between the trade-union movement and the co-operative movement.

Lucien Croteau, a member of the Executive Council of the city of Montreal and a former member of the Syndicate of Municipal Employees, affiliated to the CCCL, said that "governments, whatever they are, if they are truly democratic, must take the proposals and opinions of the workers into consideration".

Gaston Tessier, President of the International Federation of Christian Trade Unions, conveyed to the officers and members of the CCCL and to all its adherents the fraternal greetings of millions of members of organizations affiliated to the IFCTU.

## Hon. Milton F. Gregg

The Federal Government is seeking to develop ways of implementing the recommendations contained in the report on seasonal unemployment prepared by the National Employment Committee (L.G., April, p. 526) to reduce seasonal unemployment in Canada, stated the Hon. Milton F. Gregg, Minister of Labour, in his address to the CCCL convention on opening day.

Speaking alternately in French and in English, the Minister added:—

> I can promise you that we will do our utmost to arrange building and other contracts and undertakings so that the maximum amount of employment therefrom will be made available to Canadian workers during the winter months. A committee is examining the contracting and spending programs of the Government to see how they affect the industries concerned and how they might be adjusted to provide more work. We thus hope to gain some useful experience in planning for more stable, year-round employment.

Admitting that unemployment was higher last year than it has been for some years and that its effect has been significant, Mr.

Gregg reviewed briefly some of the causes of this problem and analysed some of the encouraging features. He explained:—

Our difficulties of the past year in large measure reflect the passing of the inflationary pressure which followed World War II and the Korean conflict. There has been a gradual lessening of these pressures since 1952. They had previously made themselves felt both in the form of demands on our resources and the stimulation of international commodity prices. Gradually, international competition and the satisfying of backlogs of consumer demand brought home forcibly the rigours of competition. These things must be kept in mind as we plan for the future.

On the other hand, business confidence has not been weakened as private investment has continued at a surprisingly high level. In Canada, the level of investment may well exceed last year's record total. Furthermore, the outlook for the development of our country's resources has seldom been brighter than it is today.

Another encouraging feature is the confidence the Canadian people generally are showing in the outlook for the future as they are spending their money at a very high rate on consumer goods and services. The level of total income, particularly that of wage and salary earners, continues high.

The Minister revealed that the present unemployment insurance program is under close study and that it is the hope of the government to bring in legislation, at the next session of Parliament, "with a view to making it a still more effective instrument of social policy".

Mr. Gregg praised the CCCL for its concern over the security of the worker's family.

"Your efforts for the preservation of the Christian ideal of the family and for the establishment of a social order based on strong principles of liberty, social justice and charity are highly commendable," he said.

Referring briefly to the menace of communism, Mr. Gregg expressed the opinion that "the positive measures being taken today by democratic governments and non-government groups to improve the economic and social status of the people throughout the world are not only a most effective answer to the appeal of other ways of life but are doing much to restore the dignity of man".

The Minister also complimented the CCCL for its efforts in the field of popular education as well as for the pains it takes in the education of its leaders through extensive courses.

In closing, he warned that both labour and management face today greatly increased obligations. He stated:—

We cannot live alone in this atomic age, cut off from other countries, even if we wished to do so. There are many avenues through which this increased international interest is being expressed—through NATO, particularly in its economic and social aspects—through the Colombo plan—through the United Nations' agencies including the ILO—and through various international labour and management groups.

The Minister's speech, his first to the CCCL convention since 1951, was well received by the delegates. President Picard, thanking Mr. Gregg in both French and English, said that while he may not always be in full agreement with the Labour Minister's views, he, in turn, may not always agree with the views of the CCCL.

"Regardless, we are very pleased to see him here," he said.

Mr. Picard emphasized that the CCCL delegations are always well received in Ottawa. The CCCL is consulted, he pointed out, its suggestions are often accepted, and it is called upon to serve on a number of committees.

## Canon Henri Pichette

Rev. Canon Henri Pichette, General Chaplain of the CCCL, made a direct approach to labour union political action.

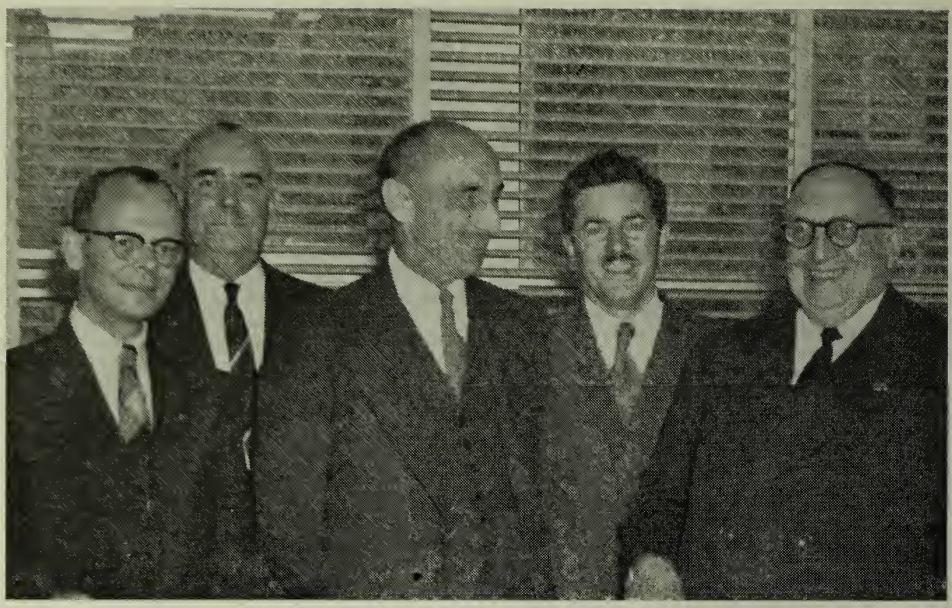
"Workers' interests as well as public interests," he said, "require that unions be just as much concerned with economic stability as with wages; their action is one of public interest."

Canon Pichette was careful to point out that it was not his intention to recommend political action to organized labour, nor did he wish to entice them away from it. He declared:

All the passions and prejudices that have developed around politics have distorted the issues of the problem and obscured the actual relations that should exist between agencies of the community and governments . . . Union organization does not exist because it is recognized by the State, but rather it is recognized by the State because it exists, inasmuch as it proves to be a free association; and consequently, in the eyes of the State, within the sphere of its functions and objectives, it is autonomous by its very nature. In order to protect its own interests effectively, and to make a better contribution to the attainment of public welfare, union organization must be in a position to make itself heard in state agencies and, according to concrete conditions of time and place, it should also be able to form, in a permanent and inherent way, a part of the whole structure of the community.

Canon Pichette added:

It is not a question of the unions substituting their own ends for those of politics, which are of common interest; much less is it a question of becoming a tool of politics. However, the actual purpose of unionism cannot be effectively protected without the creation of relations with the lawmakers, who are playing an increasingly important part in economic stability.



**The Hon. Milton F. Gregg, Minister of Labour, and Gaston Tessier of Paris, President of the International Federation of Christian Trade Unions, two of the guests of honour who delivered addresses at the CCCL annual convention, pictured with three CCCL officials. Shown above are (left to right): CCCL General President Gérard Picard, Horace Laverdure, President of the Montreal Central Council (CCCL), Mr. Gregg, CCCL General Secretary Jean Marchand and IFCTU President Gaston Tessier.**

The General Chaplain refuted the "narrow and restrictive interpretation of those who, according to their declarations, would make us bargaining agents exclusively, and nothing more".

"You have concentrated your efforts on the continual improvement of your collective agreements but, at the same time, you have learned that these collective agreements could be maintained only by action of a broader scope than mere bargaining with the employer."

## Gaston Tessier

Gaston Tessier of Paris, President of the International Federation of Christian Trade Unions, attended all the discussions of the CCCL convention as a fraternal delegate.

In his short address to the members—he also spoke at the opening session to bring to the CCCL delegates the fraternal greetings of the IFCTU's 3½ million members—Mr. Tessier dealt with the importance of international relations, the historical and geographical character of the IFCTU and the influence of this organization throughout the world.

"The world is growing smaller because of the speed of communications," he said, "so that the activities of workers in one part of the world have repercussions on others elsewhere."

One aspect of the social problem at present, he emphasized, is that the distribution of wealth and resources is too unequal. That affects relations not only between individuals but also between nations, he said.

Because of competition on the international market, Mr. Tessier added, it is becoming increasingly difficult to respect national sovereignty.

Dealing with membership, Mr. Tessier, who will celebrate his 50th year in the trade-union movement next year, stated that the IFCTU has a little over 3½ million members altogether in the following countries: Belgium, France, the Netherlands, Switzerland, Luxembourg, Asia (Viet Nam), North Africa, Uruguay, Ecuador, Argentina and Brazil, besides Canada. The IFCTU is the oldest confederation of its kind, he added, having been founded in 1920.

Mr. Tessier stated that he supported concerted action through agreements with the International Confederation of Free Trade Unions.

In conclusion, the IFCTU President said that he was in favour of reducing rearmament expenses so that assistance to underdeveloped countries might be increased.




**The CCCL Executive Committee for 1954-55 (left to right): General Secretary Jean Marchand, 7th Vice-president Miss Yolande Valois, 3rd Vice-president Joseph Parent, 4th Vice-president Adrien Plourde, 1st Vice-president René Gosselin, 5th Vice-president Jean Robert Ouellet, General President Gérard Picard, 2nd Vice-president Horace Laverdure, Treasurer Roméo Ethier and 6th Vice-president Rodolphe Hamel. Messrs. Parent and Ouellet are new on the Committee.**

## General President's Report

In his report to the convention, given at the opening session, General President Gérard Picard dealt with the social question based upon respect of the individual and of the family, upon the right of association and the exercise of that right, upon the right of ownership within fair limits and upon the pursuit of the common good in a spirit of justice and charity.

"The social question," said Mr. Picard, "is above all a moral question. If this fact were recognized, the world would not hesitate to consult Christian social philosophy before attempting to find practical solutions for modern social problems."

### Human Rights

Following a brief but concise statement on the advances made in the recognition of human rights, from the Magna Charta in 1215 to the Philadelphia Bill of Rights in 1944, Mr. Picard said that such measures could not have any legal value in our country or our province.

He suggested that Canada legally recognize the fundamental rights of the individual and that such rights be included in the constitution of our country.

A Bill of Rights, went on Mr. Picard, would allow "effective recourse from backward and unjust legislation such as that adopted by the Quebec Legislature and, at the same time, would serve as a serious warning to the Provincial Police against any repetition of the brutal measures they used at Asbestos and Louiseville".

With the delegates applauding, the General President noted that one of the stipulations of the Universal Declaration of Human Rights adopted by the General Assembly of the United Nations states that "no one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed".

### Property Rights

Noting that the right to private property, as far as its exercise is concerned, is a question concerning which confusion is spreading to such an extent that a large number of people are convinced that private ownership and capitalism are the same thing, Mr. Picard reminded the delegates that "the common good may justify nationalization of certain industries without thereby interfering with the right to private property".



## 20 Years a CCCL Official

The 33rd annual convention of the CCCL marked General President Gérard Picard's 20th anniversary as a member of the Executive.

It was at the Three Rivers convention in September 1934 that Mr. Picard was elected General Secretary-Treasurer of the CCCL. He occupied this dual position until 1944 and was Secretary until 1946, when he was elected President of the organization at the Quebec convention to succeed Alfred Charpentier.

The delegates—in fact the 100,000 members of the CCCL—did not forget the occasion. At a civic reception in the Mountain Chalet, they showed their appreciation for their President's work and his devotion to duty by presenting him with a combination desk lamp and pen holder and a substantial purse of money.

Born in Stratford Centre, Wolfe County, Quebec, on May 27, 1907, Mr. Picard took a commercial course at Larocque Academy, Sherbrooke, followed classical studies at the Quebec Seminary and took up law at Laval University, Quebec.

A newspaperman by profession—he is a member in good standing of the Montreal Journalists' Syndicate—Mr. Picard was first employed by *L'Evenement* and subsequently by *L'Action Catholique,* two Quebec City dailies.

During his many years of union activities, Mr. Picard has represented labour in numerous government organizations. During the last war he was a member of the National Labour Board, the National Selective Service Advisory Committee and the Canada Labour Relations Board. He is presently a member of the last-named and of the Quebec Superior Labour Council.

On four different occasions Mr. Picard was technical adviser to the Canadian worker delegates at the International Labour Conferences: at Geneva in 1936, 1950 and 1954 and at Montreal in 1946.

In 1936 he married Miss Marguerite Raymond of Quebec City. They have four daughters and one son.

In this matter, the General President quoted the following passage from the encyclical letter *Quadragesimo Anno:*

With regard to some classes of goods, it is reasonable to hold that they must be owned collectively only, when ownership of such goods leads to economic power such that it cannot, without danger to the public good, be left in the hands of private individuals.

Mr. Picard concluded:

It isn't that nationalization has generally given the results expected. States have not the best of reputations when they act as employers. But they could do better by first of all granting a suitable status to public office and by making within nationalized industries such changes as have been recommended to improve conditions in private industry. Otherwise, a change of employer does not inevitably mean an improvement.

### Relations between State and Unions

Following a brief analysis of the progress of the labour movement and a concise statement on its achievements with regard to the right of association and the right to bargain collectively, the General President noted that political action on the part of union members has had the same effect on legislation as strikes have had on bargaining.

"In both cases," he said, "the general results have undeniably served the workers' cause, in spite of bludgeons, of loss of wages, of a few laws adopted in a spirit of revenge or retaliation carried out through servile administrative bodies."

With regard to political action he added:

Experience shows that unions, in order not to lose sight of the objective for which they have been established, must remain absolutely free, even in relation to a political party that they may have helped bring into power. Political action is a means for the unions. Should it be considered as an end, the unions would lose their reason for existence. What is certain is that, in countries where unions have used political action in elections, without denying for all that the errors and rashness of which they may have been guilty, labour organization has been accepted and the unions have been fully recognized as necessary institutions in a well-organized and alert democracy. It has also happened on occasion that they have been said to have strived towards the common good.

Mr. Picard once again asked for price control and for an enquiry into the textile industry.

He asked the Quebec Government to undertake without delay a reform of the Labour Relations Board, the Workmen's Compensation Commission and the Minimum Wage Commission, "in order that these bodies may cease to be made up of permanent government employees and become bodies representing the employers, the workers and the public".

In conclusion, Mr. Picard said:

Modern social problems are born within the undertaking. When management is concerned solely with profits, and when the other groups within the undertaking join

together to protect only their rights and their interests, there is no one left to take an interest in the problems of the concern itself. To remedy this, an atmosphere of confidence must be created in which the various parties to the undertaking can co-operate closely. Undoubtedly, each group will still have its problems; but there will also be the problems of the undertaking and everyone will be happy to take part in dealing with them. In such an atmosphere labour organization would be accepted and unions fully recognized. In this way, the foundations of a true democracy would be laid. We would no longer have people working together, meeting and separating without giving any particular thought to the future of an undertaking in which they feel like strangers.

Professional federations could play, on the industrial level, a part similar to that played by unions within the undertaking. Central union organizations could, within appropriate bodies and under the authority of the State, take part in the drawing up and the application of social legislation. Employer autocracy and State autocracy would come to an end. It could then be said that demands are no longer necessary and that the economy is being directed towards the public interest and the satisfaction of human needs.

## General Secretary's Report

Submitting his report on the year's activities, Jean Marchand, General Secretary, stated that "the feeling of insecurity enveloping the country has rendered negotiations more difficult and paralysed social progress".

This situation is reflected in the CCCL membership, which has dropped from 100,183 in 1953 to 97,109, a reduction of 3,074.

Mr. Marchand directly blamed unemployment for the drop in membership. The textile and clothing federations had lost 2,798 and 1,364 members respectively, he pointed out.

Stating that he could not determine whether the economic recession which began to make itself felt last year points to a coming depression or merely represents a short period of adjustment, Mr. Marchand said that "as we have gotten used to periodic depressions under the capitalist system, we cannot be optimistic".

The General Secretary referred to the political difficulties encountered by labour during the year, especially in its fight against Bills 19 and 20. He deplored the lack of co-operation on the part of the Trades and Labour Congress in Quebec at that time.

The General Secretary reiterated the CCCL's intention "to fight Bills 19 and 20 just as long as they have not been struck out of our statutes".

"They are wretched laws which strike at basic democratic principles," he said, "and bestow discretionary powers on an administrative body which does not offer any guarantee of justice or fairness."

The report of the Confederal Bureau submitted by the General Secretary also included a brief review of the federations' activities.

Mentioned briefly among the leading trade-union events of the year was the signing of a first collective agreement between the CCCL and the Professional Syndicate of Permanent Trade-Union Members of the CCCL, an agreement which covers all the staff with the exception of the General President, the General Secretary and the Treasurer.

## Education Service

"The Education Service of the CCCL must above all become a real centre of research and trade-union training where the ideas that should inspire the trade-union movement will be developed and authentic trade-union training will derive its impetus."

So ended the report to the convention of Fernand Jolicoeur, Director of the CCCL's Education Service.

Mr. Jolicoeur pointed out that labour education is for the trade-union movement not only a means of increasing its membership but a goal in itself.

"Among the many tasks that still remain to be done," he said, "there are perhaps two that call for more attention on our part: the integration of education into the daily life of the unions and the preparation of long-term programs. We should not, in fact, consider labour education as superimposed on or as separate from trade-union activities."

Analysing the place and role of the trade union in the community, Mr. Jolicoeur said:

> The trade union is, in fact, greatly interested in participating in the life of the community, just as it is also bound to help other groups to promote common interests. It needs to understand better public opinion which concerns it; it owes it to itself to help the workers by every means at its disposal; it is in its own interest to prepare some of its members to play a leading role, not only in the trade-union movement, but also in the life of the community; it must try to have the people understand it better by demonstrating that the welfare of the community depends largely on the welfare of the workers.

In order to co-ordinate educational activities and to ensure the unity and permanence of trade-union training, Mr. Jolicoeur suggested specialized study sessions for negotiators and technical advisers, the publishing of a bulletin

expressly for leaders, and a study of the trend of politics and of the school question.

The committee considering the report of the Education Service recommended that each regional Education Committee increase its contacts with other social groups for the study of common problems. It also suggested the setting-up of a special committee to study the school question. The convention approved both recommendations.

## Organization Service

The delegates blamed the "anti-union attitude of the Quebec Labour Relations Board towards the CCCL and the fear of a large number of workers brought about by the unemployment situation" for the difficulties encountered in organizing.

However, Roger Mathieu, President of the Montreal Journalists' Syndicate, declared that "something is wrong with the Organization Service".

"Results are below what could be expected," he declared. "It is not enough to strengthen our position; it is also necessary to organize the unorganized."

The committee that studied the report of the Director of the Organization Service, René Harmégnies, recommended a change in the present organization program, the creation of technical and social services at the central council level and the retention of organizers' services.

In his report, Mr. Harmégnies suggested that the city of Montreal be made the target of an intensive organization drive through the concerted efforts of the CCCL, the Central Council and the various federations.

In explaining the Executive Committee's decision to suspend the organization campaign among specialized forest workers (L.G., July, p. 946), Mr. Harmégnies blamed the hostility of the provincial Government towards trade-unionism, the unfavourable position of unions with regard to the Labour Relations Board, the lack of interest of lumber scalers, the absence of a definite demarcation line concerning jurisdiction between the Catholic Farmers' Union and the CCCL and the "underhand anti-union fight" carried on by certain professional associations.

"The CCCL should continue to keep a watchful eye on what is being done among the forest workers so as to be able to step in at the proper time when circumstances are favourable," Mr. Harmégnies concluded, "for there are thousands of workers who want to be organized and who need protection."

## Technical Service

In its report, the Technical Service questioned the efficiency of the present system of arbitration and criticized the trade-union members' lack of energy in matters of wages.

Submitted jointly by the attornies of the CCCL, Albert Côté, Jean-Paul Geoffroy and Pierre Vadeboncoeur, the report pointed out that the past year was marked by a new trend in the Canadian economy.

### Wages

Noting that it had been difficult to obtain substantial wage increases, the Service attributed this state of affairs to a general slackening of manufacturing production, a greater number of unemployed, a tougher employer attitude and less aggressiveness on the part of labour.

The report stated that "labour did not have the energy and aggressiveness it should from 1948 to 1951 to fight the employers' attack."

The report also suggested a modified approach to the decree and recommended greater care in negotiating the decree so as to raise the standards applying to an industry.

The report also stated that a great number of seniority clauses no longer provide adequate protection for the worker and suggested that they be subjected to critical scrutiny.

It also denounced the fact that "the search for completely efficient man-power leads firms to reject workers who are disabled or slightly incapacitated".

### Arbitration

The report recommended a close analysis of the American experiment of voluntary arbitration for the reason that, in its present form, arbitration in Canada causes "very serious problems to labour".

The report brought up two main grievances: the delay in decisions, which "affects the right to strike in an intolerable way, often making it completely inoperative," as well as the quality of most arbitration awards, which "seldom throw any light on or bring any worth-while principles to the settlement of industrial disputes".

### Legal Inadequacies

The three lawyers also warned the workers against the tendency to seek settlement of their problems in all sorts of legal proceedings instead of traditional labour techniques.

It was specified that "experience has shown the illusiveness and inadequacy of

legal proceedings, either because the inevitable courts delays have prevented a satisfactory settlement of the problem or because the decisions handed down, based on laws unsuited to the social situation, have disappointed the hopes of labour."

The report said that judicial institutions and the fundamental laws of Quebec were made for a craftsman and farmer type of community.

## Political Action

After two days of weighing the pros and cons, the CCCL convention decided to continue to carry on educational work and political action without joining any particular party and without thinking of creating one.

This decision was made, by a vote of 248 to 103, at the conclusion of a lengthy and animated discussion during which 54 delegates addressed the meeting, some of them speaking for more than an hour.

The convention sat as a plenary committee for two days to settle this question. It then adopted the report of the Political Action Committee which reads:

The committee reaffirms the fact that the primary purpose of trade unionism is to defend the professional, social, economic and moral interests of the workers, and that political action is a means in the hands of union members to attain this end.

In order to achieve the primary purpose of trade unionism, members must make it their chief concern to organize unions, to bargain collective agreements and decrees, and to educate the membership.

However, since politics has an immediate influence on the professional, social and economic interests of the workers, and since our primary purpose is, after all, to defend these interests, education and political action become one of the necessary means for achieving this purpose.

The Committee is of the opinion that political education must be intensified, making use of concrete examples adapted to the particular circumstances, intervention by the CCCL and its affiliated bodies with the public authorities in order to make the legitimate aspirations of the workers known and to obtain suitable legislation consistent with the common good, and publicity aimed at enlightening public opinion with regard to the reasons which impel the CCCL to concern itself with politics and also with regard to the means it uses for such action.

The Committee also believes that the movement should undertake an educational and political action campaign for the purpose of getting the workers to think and to act, where politics are concerned, in terms of their professional interests and of the common good.

This political action excludes the creation of a labour party or the affiliation of the CCCL with any political party.

This political action and education necessitate the appointment of a permanent employee whose wages and expenses will be drawn from the general budget of the CCCL and who will be free to devote all his time to political education throughout the province and to political action wherever possible. This permanent employee is to be appointed before the end of December 1954.

This political action and education also necessitate the meeting together locally of the members of all groups which are interested in undertaking political action with a view to the election, at the proper time, of candidates who are concerned about the common good and to the working out of the general views of the movement so that they may be included in local political programs.

Before launching out into political action we shall have to see that such action is possible, timely and considered effective, that enough preliminary education has been given that the need for political action corresponds to a manifest desire on the part of a large group of citizens, that such action will not be prejudicial to the essential means (organization, bargaining and education) and that it will not be contrary to the general policy of the movement.

The decision is not a reorientation but rather a confirmation of the attitude taken by the CCCL since its convention at Shawinigan Falls in 1952 (L.G., Oct. 1952, p. 1335).

"This whole report is nothing more than what we have had for the last two years," said Maurice Vassart of Montreal. "Instead of marking time I would have preferred a little progress."

The General President and the General Secretary took part in the discussion and stated that they were in favour of political action. Mr. Marchand, however, called for discretion.

"There are great risks involved," he said. "The social context is difficult and we must be extremely careful. Even if we had a government issued from our own ranks, we would need to remain absolutely free."

Emphasizing the fact that the political education of the workers cannot be exclusively theoretical, Mr. Picard analysed "the weaknesses of the present system" as follows:

We are not living in a democracy at present. In order to be really alive, a democracy needs a whole series of organizations to supervise and guide it by the pressure they exert. Otherwise it's the jungle, as it is now. Democracy presupposes really free citizens, people who see the situation clearly, and this is impossible without well-developed popular education. Every time a democratic right is endangered there must be public opinion to protest. The supervision of or leaders should be an everyday affair and not only a matter for election time. Lastly, the distinction between the three powers — executive, legislative and judicial — must be jealously preserved.

The discussion centred around political action, its methods and its scope. All were agreed on the need for political education but there was a difference of

opinion when it came to deciding what means should be used to get the workers to think and to act, in the political sphere, in terms of their professional interests and of the common good.

Here are a few quotations from delegates who spoke in favour of political action:—

Adrien Plourde, President of the Metal Trades Federation, who opened the discussion: "Democracy is dying in the province of Quebec and something will have to be done. I have no confidence in professional men to save democracy."

Fernand Lavergne, President of the Shawinigan Falls Central Council: "There is no doubt that, if the workers wake up to their civic responsibilities, it will upset a great many people. So I hope that there will be a big disturbance! Perhaps we don't have to save the world, but we must do all we can to prevent its damnation."

Louis Martel of St. Hyacinthe: "We can best carry on the civic education of the workers through action. And we must not wait until tomorrow. Tomorrow will be too late.

Rodolphe Hamel of Asbestos, President of the Mines Federation: "Whether the CCCL likes it or not, my conscience tells me that it is my duty to concern myself with politics. I owe it to my family, to my children, to the people of Asbestos. We cannot tolerate a continuance of the present confusion."

Jean Robert Ouellet of Shawinigan Falls: "If you want proper politics, you must have proper people attending to it properly. Let us stop thinking that we are going to build up a party and choose a leader; we are going to build up a people who will choose their leaders with clear-sightedness. There is no question of going down into the political arena. A way must be found to neutralize the influence of election funds."

Roger Mathieu, President of the Montreal Journalists' Syndicate: "The purpose of trade unionism is, of course, to sign collective agreements, but as long as these collective agreements can be cancelled with the stroke of a pen or by a bludgeon, by politicians, there's no use signing them. Once they are signed, these collective agreements must be defended. I don't want the work we are doing to be defeated by the politicians."

Maurice Vassart, Montreal: "It is in the field of direct political action that the unemployment question and the present situation in the textile industry can be solved. The only thing the Government is afraid of is the electorate. The Government doesn't care two hoots for briefs or for a march on Quebec. The only place we can meet the Government with equal arms is on the election field."

The following, among others, spoke against political action by the CCCL.

Angelo Forte of Montreal, President of the Clothing Federation: "The labour movement did not come into being to win elections. There is a danger in wanting to thrust the CCCL more towards political action than towards trade-union action. We must win the sympathy of the workers, and that will not be done through political action."

René Gosselin of Granby, President of the Textile Federation: "Political action on our part might result simply in enlarging still further the moat that separates us from the farmers. It is evident that there is work to be done in the field of political action, but we must know when and how. For the time being, I think it is premature."

René Harmégnies of Quebec, Director of the Organization Service: "I am for political action in theory, but in practice I know that you have to be careful. We must absolutely avoid any partisan action, and we are not yet ready to do anything else."

René Bélanger of Quebec, President of the Federation of Employees of Municipal and School Corporations: "I am not saying that nothing should be done; I simply believe that the time is not yet ripe. We must first of all strengthen our Syndicates, extend our trade-union action in the proper sense of the word, and carry on an intensive educational campaign. Afterwards, we shall see."

### Report on Political Orientation

André Roy, who, for lack of a person permanently in charge of political action, education and orientation, attended to all these duties, submitted a report on the year's activities and an analysis of the repercussions of the organization's political orientation.

The repercussions of the CCCL's political action in the sphere of politics itself were varied, Mr. Roy said. He went on to specify:

As far as the present Government of the province is concerned, it is evident that our political action was not of a nature to please it, since it was carried on, to a considerable extent, in reaction against the Government's anti-union attitude.

What were the results, for our movement, of the Government's attitude towards our political action?

Obviously, it scarcely gave it a chance; quite often it took advantage of the least opportunity to boycott it; moreover, through certain acts and especially by public state-

ments made on various occasions, it sought to favour another labour organization to the detriment of ours.

One might reply to this, and not without reason, that the situation would not have been so very much better even if we had held aloof from political action. Moreover, the strained relations between our organization and the present Government of the province go back farther than the decision of the CCCL to take a little more active interest in politics.

However, in the attitude of the Government towards the CCCL, there is one particular point to which attention should be drawn: the propaganda of the present Government is always trying to make people believe that the CCCL is engaged to the hilt in a partisan political struggle. The slightest gesture, the least important words on the part of our leaders and regular members are interpreted in this sense. This interpretation is not generally made in the open, but the agents of the Government know how to use it at the right time and in the proper circles to detach from the CCCL a good many people who are naturally sympathetic towards it. That is an immediate aspect of our political action which must be taken into consideration.

## Unemployment

The unemployment question, which was supposed to be the No. 1 problem at the convention, was not gone into very thoroughly; adjournment came before the agenda had been completed.

Some one hundred delegates were discussing a "march on Ottawa" for the purpose of presenting to the Federal Government "a comprehensive program calling for full employment" when the convention was adjourned, for lack of a quorum, at 10:15 on Saturday evening.

However, the delegates adopted one of the resolutions on the subject calling for "extensive public works to check unemployment" and the hiring of workers in the province of Quebec for work on the St. Lawrence Seaway in that province.

As early as Monday morning, Michel Chartrand of Montreal presented a six-point resolution dealing with unemployment insurance, full employment and purchasing power. The resolution was referred by the convention to the Resolutions Committee and was under consideration, together with the resolution of the Textile and Clothing Federations, when the convention was adjourned.

Mr. Chartrand returned to the charge on Friday afternoon, asking that the elections should not be held until after the debate on unemployment, but the convention, putting it to a vote, refused to postpone the elections.

"That means," said Mr. Chartrand, "that we are not giving proper attention to the unemployed."

However, even if there was no regular study of the question, the unemployment problem was tackled on several occasions during the week.

A huge banner, covering a whole section of wall, proclaimed in red letters two feet high: "In a prosperous country, unemployment is scandalous. The CCCL proclaims the right to work and calls for a full employment policy."

In his Confederal Bureau report, General Secretary Marchand said that Canada "is facing the acute problems created by the presence of thousands of unemployed in textiles, clothing and the shipyards".

On another occasion the General Secretary stated "that public opinion must be mobilized in order to get the governments to do something to settle this problem".

When the convention was adjourned, Angelo Forte, President of the Clothing Federation, was explaining his plan for a march on Ottawa "to alert public opinion and get Government to do something".

"What we want," he said, "is full employment. A resolution is not enough; we must demonstrate our distaste, march on Ottawa and make some constructive representations."

This suggestion and all the other resolutions which were not considered were referred to the Executive Committee of the CCCL upon adjournment.

## Provincial Income Tax

The delegates to the convention asserted that the right of the provinces to direct taxation is undeniable and should be recognized by the Federal Government, thus approving the stand taken by the CCCL during the year.

During the short discussion, the General President nevertheless deplored the fact that the Quebec government is depriving itself of a worth-while source of income by not levying a reasonable royalty on the development of its natural resources.

Mr. Picard said that he was perfectly in accord with Quebec's making a test case of the deduction principle by establishing a provincial income tax, but he pointed out that claiming 6 per cent would have been enough to uphold this principle.

"Before claiming that 10 per cent more is needed," he said, "it would be well to revise the taxation policy applying to natural resources. I am quite in accord with the Government's fight for the principle of deduction, but I find it a pity that it spoils its case with a bad fiscal policy where natural resources are concerned."

The text of the resolution, which was carried unanimously, reads as follows:

1. The CCCL convention asserts that the provinces are entitled to sufficient sources of income to allow them to play the part entrusted to them by the Canadian constitution;
2. The CCCL convention protests against the fiscal discrimination now imposed upon the people of the province of Quebec;
3. The CCCL convention urges the central Government to deduct the provincial levy from the federal levy, or to enter as soon as possible into an agreement with the provincial Government which would protect the principle given in Item 1 of the resolution;
4. That the CCCL urge the other organizations to support its policy in this matter;
5. Should it be impossible to agree, the convention urges the province to take all legal steps to have its rights respected.

## March on Quebec

The "March on Quebec," a protest move made by the CCCL on January 22 against the adoption of Bills 19 and 20, gave rise to a brief but animated discussion when it was submitted to the convention for approval.

The committee considering the Confederal Bureau's report recommended approval of the attitude taken by the Executive, requested that the necessary steps be taken to obtain the repeal of both these laws, and particularly lamented the fact that "a certain number of active union members abstained from taking part in the march on Quebec".

René Bélanger of Quebec, President of the Federation of Municipal and School Board Employees, strenuously protested against this criticism, claiming that he did not feel that he had violated union discipline by not participating in the demonstration. He maintained that this protest move was not authorized by the Confederal Bureau and that the decision to march on Quebec was taken by the General President.

"I feel that the CCCL was right in trying to fight Bills 19 and 20, but I would rather have had it approach the Legislative Council."

Messrs. Picard and Marchand justified their move by claiming there was not sufficient time to convene the Confederal Bureau and by recalling that, at its December 3 meeting, the Bureau had authorized the Executive to fight these Bills.

"We cannot convene the Confederal Bureau whenever we write a letter or call a meeting," the General Secretary declared. "It is up to us to execute in a practical way the decisions of the Confederal Bureau.

"If we had to do it over again, I would once more march on Quebec," Mr. Marchand added.

The General President said that it should be decided "whether or not we did something useful."

Jean Robert Ouellet, Business Agent of the Shawinigan Falls Central Council, spoke for the delegates in declaring that "we should be proud that our leaders took this initiative".

The meeting then adopted the triple recommendation of the committee.

## Committee on Human Rights

Inspired by the General President's report, the CCCL established a committee of four members, one of whom is a woman, to draft a bill of fundamental human rights.

The committee studying the General President's report recommended that the committee be set up at the next meeting of the Confederal Bureau but the convention preferred to appoint the members of the committee itself and to do it immediately.

According to the delegates who participated in the discussion, the sudden concern of the CCCL about fundamental human rights springs mainly from the attitude of the provincial Government, the dealings of the police, the restrictions on the distribution of circulars and the hiring of halls during election campaigns.

The committee on the General President's report also recommended tripartite representation in nationalized organizations, freedom of association, of membership and of negotiation for federal as well as provincial civil servants, and the drafting of a provincial labour code. All these recommendations were approved by the convention.

## Other Resolutions

The convention adopted resolutions, addressed to the provincial Government, requesting the following:—

The repeal of the provisions introduced by Bills 19 and 20;

Freedom for every certified group, under the Public Services Employees Disputes Act, to exercise every recourse at law arising from an arbitration award;

The imposition of heavier fines in cases where the employer or the wage-earner violates a regulation making the bonus certificate compulsory;

An improvement in the claims service of the Workmen's Compensation Commission and the right of appeal for the accident victim;

## Extracts from Sermon by Cardinal Paul Emile Léger, Archbishop of Montreal, at CCCL's Annual Convention

Your mission is not an easy one, for you must bring about the triumph of justice and charity in a society in which professional relations are multiplied to such an extent that inextricable situations arise, and also since this work has to be carried out in the midst of economic upheavals which make it difficult to determine clearly that Christian order to be promoted in the field of labour....

From a study of the latest pontifical documents, it seems to us that we could define your mission in these words: "Christian trade-unionism should establish, in the labour world, an order which is more consistent with the ideal of the Gospel"....

Trade unions, after all, came into being as a spontaneous and necessary consequence of the exaltation of capitalism to an economic system. The working class cannot forget the tragedy of the "sweating system" which existed at the beginning of this century, and it was in order to protect the dignity of the human person that it organized the labour movement. To some people this organization seems to represent a barrier; but it is a necessary barrier —not only for the protection of interests, but also to ensure peace....

The real task of the trade union is to defend the legitimate interests of the workers in labour contracts. And this purpose is different from the one which devolves upon apostolate movements. Trade-unionism calls for justice in labour contracts, and, since life is made up of a thousand details, these agreements will seem too voluminous and too troublesome to those who do not understand. However, for those who spend their lives on jobs or in the factory, these clauses are like the foundation stones of a building which is to go up gradually in strict accordance with the lines of justice, truth and mutual respect....

In the first place, the labour movement needs well-trained leaders. Those who are called upon to act on behalf of the personnel of a concern, through the confidence of their fellow-workers, should fulfil their mission with an acute sense of their responsibility. If, as in accordance with the teachings of the apostle St. Paul (*Romans* XIII, 2), all authority comes from God, the authority of a trade-union leader can have no other source. He must therefore represent a wise and attentive providence to those under him, setting as the limits of his bounden duty service to his fellows and the pursuit of the common good within the framework of the present-day economy.

In order to attain such an ideal, the union leader must necessarily be "free" in the most complete sense of the word. Free from the constraint of daily professional life; free from all cupidity which might make of him an instrument of money interests; free from all ambition which might make him transgress the real purpose of trade-unionism by inciting him to yield to the pressure of events, in which case he would be failing to live up to the expectations and hopes placed in him by honest, conscientious workers....

Christian trade-unionism must be strong enough to denounce the abuses of a world which lets the wheat harvests rot in the fields while the destitute are rotting in their slums. Christian trade-unionism must be energetic enough to avoid the warping of the social structure and stable enough to resist its hardening. Christian trade-unionism must be loyal enough to denounce the injustice of certain working and living conditions.

But Christian trade-unionism must avoid such methods of operation as would give the lie to the assertions of its program of justice and charity. Still in accordance with the text of the message from Rome, "he who loves his fellow-workers to the point of sacrificing his time and sometimes even the security of his employment for them must also put from him the baneful partialities of class spirit".

Payment to pupils attending vocational and technical schools of the province of a statutory grant equivalent to the grant received by pupils of similar institutions in Ontario;

Wood cutting between September 15 and April 1 each year;

Control over the cutting of Christmas trees;

Elimination of delays in the administration of justice;

Payment of full wages to every citizen called upon to sit on a jury;

The right to vote in municipal elections for permanent employees of town and cities;

Barring of children under 16 years of age from working in hospitals or institutions where there is danger of contagion;

Recognition of the federal Disabled Persons Pensions Act;

Bilingualism on cigarette packages.

Among the resolutions concerning the Federal Government, the following requests were noted:—

That the immigration of a worker alone should not be permitted, but rather the immigration of his whole family, "for Canada has a greater need of consumers than it has of producers";

Establishment of a French-language television station for the Saguenay-Lake St. John district;

Mayor Wilfrid Hamel of Quebec City, who visited the convention, told the delegates that "the labour movement is one of the most important movements of our time and deserves our fullest co-operation".

Mayor Hamel reminded his listeners that there was a time when the rise of such organizations was looked upon with suspicion.

"Experience has shown," Mr. Hamel added, "that labour movements are, on the whole, a force and that they have helped to bring order into society."

Improvement of working conditions at the Printing Bureau;

A reduced importation of footwear.

Most of the resolutions sent to the Executive Committee on adjournment dealt with internal questions, or else were submitted too late for consideration by the Resolutions Committee.

The delegates also decided, in principle, to publish an English version of the paper *Le Travail,* which has so far devoted only one page in eight to its English-speaking readers. A committee was set up to examine the problem.

The convention adopted a resolution requesting the CCCL to have a woman set free from other duties in order to attend specifically to the problems of women in industry and to the training of the numerous female members in the movement.

### Election of Officers

The choice of the CCCL Executive Committee members for the coming year proved to be a close contest and, though there has been no over-all change, the elections nevertheless indicated the existence of new trends.

Two new members will appear on the Executive Committee. Joseph Parent, President of the Quebec Central Council, was elected Third Vice-president, succeeding Lucien Dorion of Quebec, President of the National Federation of Commerce Employees, who was not up for re-election. Jean Robert Ouellet, Business Agent of the Shawinigan Falls Central Council, was elected Fifth Vice-president over F. X. Légaré of Rimouski, Secretary of the National Catholic Federation of Wood Workers of Canada, and Miss Madeleine Brosseau of Montreal.

Gérard Picard was unanimously re-elected General President and Roméo Ethier to the position of Treasurer. Jean Marchand was opposed by Michel Chartrand of Montreal for the position of General Secretary but was elected by a majority of 264 votes.

The contest for the position of First Vice-president was close. René Gosselin of Granby, President of the National Catholic Textile Federation, won over Adrien Plourde of Arvida, President of the National Metal Trades' Federation. Mr. Plourde was re-elected Fourth Vice-president by acclamation.

Horace Laverdure, President of the Montreal Central Council, was re-elected Second Vice-president by acclamation, as was Rodolphe Hamel of Asbestos, President of the National Federation of Mining Industry Employees, to the position of Sixth Vice-president.

Miss Yolande Valois of Sorel was re-elected Seventh Vice-president over Miss Gisèle Charette and S. T. Payne, both of Montreal.

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# 86th Annual Trades Union Congress

**Resolutions favouring German rearming passed by narrow margin. Higher social benefits, particularly old age pensions, called for. Policy of wage restraint upheld. More than eight million members represented**

More than 8,000,000 members, in 184 unions, were represented by delegates attending the 86th annual congress of the Trades Union Congress at Brighton, England, September 6-10.

A resolution favouring the rearming of Germany provoked a great deal of discussion and was passed by only a narrow majority.

Denunciation of the World Federation of Trade Unions as "the agent of international communism in all countries where it has any activity" is reported to be tantamount to rejection by the General Council of any invitations from Soviet and East German trade union groups to visit those countries.

Higher social benefits were called for, old age pensions in particular, even though it may mean an increase in contribution rates.

The General Council's wage restraint policy was upheld by a vote of 1½ million.

In the closing session, the General Council was overruled when an overwhelming vote favoured extension of state ownership to large sections of industry.

Approval was given to expanding trade with Communist countries and the banning of atomic weapons.

Voluntary negotiation in disputes was stressed and the General Council was instructed to consider ways and means of strengthening the collective bargaining system.

A membership levy was agreed to by a large majority towards the cost of the TUC memorial building now under construction in London and the development of trade unions in the colonies.

Fraternal greetings were conveyed to the Congress by delegates from the Trades and Labour Congress of Canada and the American Federation of Labor.

## General Council Reports

Membership for the year reached the highest on record. The General Council reported a membership of more than 8,100,000, organized in 184 unions. But, the Council cautioned, numbers alone are not a sure sign that there is strength and life in the movement; one must look at the work it does and the services it renders.

Referring to the increased productivity which has taken place, the report said that of the improvements that have taken place during the last 12 months the most welcome has been the insurgence of industrial production. Last year, it was about six per cent higher than in 1952 and even higher than in the peak year of 1951. This trend was being continued in the present year.

Part of the over-all increase, stated the report, came from a small increase in the number of workers in civil employment (unemployment was at the low level of 1·5 per cent at the end of 1953); but the major reason has been the more effective use of resources, better supplies of materials and the investment carried out in recent years.

Wage rates between 1950 and 1953, on the whole, rose roughly in the same proportion as prices, the report stated. Earnings rose slightly more. This, it said, contradicts the widespread impression that living standards have been falling generally.

Criticism that the Interim Index of Retail Prices fails to reflect the "true" cost of living has omitted to take account of the fact that while food prices have been rising, prices of household goods have been falling, the report pointed out.

The necessity of trade union members co-operating in increasing productivity and keeping down costs and prices was stressed. The best way of securing this, stated the report, is to convince trade unionists that the Government and other sections of the community are playing their part to the full.

Regret was expressed that there is still no clarification of the difficult international situation which would lead to an easing of tensions and to the economic burden of maintaining armaments on the present scale.

In a reference to the views expressed by a minority of unions on the policy of collective defence, the Council expressed the opinion that its policy, based on the dual necessity for support of the United Nations and of adequate defence, has been justified by events. The Council reiterated its view that world tension can be eased only by discussions in good faith but that no conditions at present exist which can warrant, on calm reflection, any departure from the general policy on international affairs that Congress has pursued in the postwar years.

## President's Address

"Unions do not want to halt industrial progress," said President Jack Tanner, "but they must protect their members against its adverse effects and ensure that they receive their just share of the benefits." Productivity, he said, is increasing in Britain three times as quickly as before the war but the workers could not be said to be better off by as much.

Recent developments in industrial relationships, however, have been significant and there is, generally speaking, adequate joint consultative machinery in private and public industry. Through this machinery the unions will regulate industrial progress in the interests of the workers and the community.

Higher individual output, said Mr. Tanner, does not mean working harder or longer but working more effectively. The unions want to take the "slog and sweat" out of work so that the workers can use their skills more fully, with less fatigue, in shorter working hours and in more remunerative work.

Mr. Tanner welcomed the development of research into human relationships. People, he said, must be treated as intelligent human beings and not as mere economic units if they are to give of their best. "Organized workers," he stated, "are prepared to co-operate in creating a highly efficient and productive economy. But I would warn industrialists and the Government that unless by their actions they show that they also are prepared to play

their part, then they will be extinguishing the very spirit of trade union co-operation which has made possible the increase of industrial production already achieved.

Speaking on matters within the union, Mr. Tanner referred to the increased cost of administration. Members of most British trade unions get their industrial protection too cheaply, he suggested. Few unions have raised their contributions in the last 25 years, although administrative costs have trebled and many are paying higher benefits. Services to members, he said, have been greatly enlarged in range and value without a corresponding rise in cost to members. In other industrial countries, weekly contributions to unions are usually equivalent to an hour's pay but the average in Britain is probably below quarter-of-an-hour's pay. Lack of money, he told the delegates, is severely handicapping development of unions' work in Britain and financial help to under-developed countries.

Mr. Tanner concluded with an appeal for cool, calm thinking during this year's congress.

## TLC Fraternal Delegate

A. T. Alsbury, President of the Vancouver, New Westminster and District Trades and Labour Council, was applauded when, in conveying fraternal greetings of the Trades and Labour Congress of Canada, he criticized Senator McCarthy of Wisconsin and pleaded for a more ambitious program of economic aid to the under-developed countries of Asia in the struggle against Communism.

Mr. Alsbury hoped trade unionists in Great Britain would not judge the people of North America by the actions of the Senator. Too often, he said, "screaming headlines were devoted to the hotheads, blockheads and empty heads on both sides of the Atlantic, and the considered views and sane outlook of many thousands of thinking people were either ignored or buried on the back pages of the newspapers."

## AFL Fraternal Delegate

AFL fraternal delegate Paul Phillips, President of the International Brotherhood of Paper Makers, was cheered when he expressed the hope that some day the United States will have a "true" labour movement such as exists in Britain today.

Defining a true labour movement as one that includes trade unions, a political party and co-operatives, Mr. Phillips said: "You have all three. In my country, the first part is divided, while the other two parts are still missing."

He did not think the picture was completely discouraging, however. The signing of anti-raiding pacts between affiliates of the AFL and the CIO, he hoped, would be the first step towards achieving organic unity of the two national federations.

"If solidarity is achieved," he continued, "there is an excellent possibility that some day in the United States there will be a true labour movement of the type which exists in Great Britain."

Industry in America, said Mr. Phillips, is on the threshold of a second industrial revolution. As the result of the spread of pushbutton control, the number of "blue-collar" workers will decrease in the next few years and the number of white-collar workers is steadily increasing.

Labour in the United States, he continued, faces a rapidly growing concentration of economic and political power. Large profits and government tax allowances to industry have accelerated the trend towards monopolistic control of the national economy. In face of this, the trade unions, because of friction among them, have had only nominal success in devising counter measures.

## German Rearmament

A resolution favouring the rearming of Germany was passed by a narrow majority of 455,000 after a lengthy debate. The motion urged the speeding up of plans for western defence, with a contribution from Germany, subject to assurances that it will be used in establishing the framework of a general lasting peace.

Congress previously rejected by a similar majority a left-wing resolution opposing German rearmament. The defeated motion called upon the General Council to press the Labour Party and the Government to work for the unification of Germany under a single government, based on free elections, adequately supervised.

An unsuccessful attempt had been made at the commencement of the congress to block consideration of an emergency resolution submitted by the General Purposes Committee supporting German rearmament.

## WFTU Assailed

Congress supported the General Council's denunciation of the World Federation of Free Trade Unions as "the agent of international Communism in all countries where it has any activity". The proposal that the TUC might renew contacts with the WFTU was overwhelmingly voted down.

A call for British union chiefs to seek "friendly relations" with Russian and Chinese labour bosses was also outvoted.

Implied in the adoption of the General Council's report is rejection by the Council of any invitations from Soviet and East German trade union groups to visit those countries.

In a scorching condemnation of Communist tactics in the British trade union movement, Arthur Deakin, a member of the General Council and Secretary of the Transport and General Workers' Union, struck out at British labour visits to Communist countries, "where people go and get indoctrinated".

After disowning on behalf of the TUC nine Britons who attended a recent session of the World Federation of Trade Unions at Vienna, Mr. Deakin said:—

"I also want to refer to the invitations that are sent out and accepted for visits to Prague, Warsaw and other places where people go and get indoctrinated." His remarks were greeted by cries of "shame" and protests from some of the delegates.

## Trade with Communist Countries

A unanimous call for expanded trade with Communist nations wound up the five-day convention.

The resolution, moved by Jim Gardner, Secretary of the Amalgamated Union of Foundry Workers, urged expansion of east-west trade and called on the Government to make a survey of possible new markets behind the iron curtain in Europe and Asia.

Turning down orders from Communist countries is more harmful to Britain's economy than it is to the Communist countries, he asserted.

## Colonial Policy

A resolution condemning Government colonial policy was defeated after a stormy debate.

The Fire Brigades' motion called for an immediate cease-fire in Kenya and Malaya; a peaceful settlement in these countries; a policy which would provide in the colonies higher living standards, full trade union and democratic rights, and abolition of the colour bar.

Declaring that the motion was sponsored by Communist propagandists, Arthur Deakin (Transport and General Workers' Union) led the fight against the resolution. He could, he said, support some parts of it but the real purpose behind it was not to further the interests of the colonial people but to further Communist policy.

## Atomic Weapons

A composite motion, unanimously approved, urged that negotiations be opened to arrange for a conference of Great Britain, the United States, Russia, France and China to secure universal abolition of atomic and hydrogen weapons, for an effective system of international control and for an annual reduction in armaments expenditure.

The motion also called on the Government to speed research and investigation into the possible development of atomic energy as a source of power for industrial and social needs and into the fullest use of radioactive materials for industrial, medical and other social uses.

## Social Security

Most important among the resolutions dealing with social insurance and industrial welfare was one instructing the General Council to press for an increase in all social benefits to meet the higher cost of living, even though it may mean a rise in contribution rates. Particularly in mind is the level of old age pensions, which was termed inadequate.

The suggestion of a possible increase in contribution rates aroused the ire of several delegates and they strongly opposed this clause on the ground that lower-paid workers could not afford to pay more. The mover of the resolution, C. G. Groocock (Hosiery Workers), countered with a reference to "people who want something for nothing". He said "there are too many people running about, some of them in this conference, who do not mind who shoulders responsibility so long as they themselves are absolved from responsibility."

The Council gave its support to the resolution, with the stipulation that the Government must increase its contribution to the national insurance fund before there is any rise in the worker's contribution. It carried by a large majority.

In introducing the General Council's report on social security, Council member A. Roberts (National Association of Card, Blowing and Ring Room Operatives) said the growing number of old people is a challenge to the national health service.

A subsistence minimum, he said, must be paid to pensioners as a right and the TUC should resist any pressure for a means test with the purpose of reducing the call on insurance funds.

In the effort to meet the demands on national insurance funds, the TUC, he declared, would not be a party to any plan which might undermine the whole social

security scheme. The aim of the TUC is to restore all national insurance benefits to their 1946 value; an increase in benefits must be given immediate priority.

Proposals for differential contributions, adjusted according to income, had been made but this would be the first step towards differential benefits and entirely contrary to the principle of the scheme.

The need, added Mr. Roberts, is not only for more money but for special services for rehabilitation of older people, who must not be condemned to chronic sickness.

Too few geriatric units are being established, stated one member. The Minister of Health, he said, must understand that the TUC is no longer thinking in terms of "beds for the chronic sick" but of bringing elderly people back to ordinary life, so far as medical science is capable. Local authorities should be given financial help to provide suitable homes for old people who had been rehabilitated in this way.

## Wages Policy

A motion which would have put an end to the Congress policy of wage restraint was defeated at the final session; but it attracted 3,002,000 votes. On a card vote, 4,564,000 votes were cast against the motion, giving a majority of 1,562,000 against a change of policy.

The resolution, moved by W. C. Stevens, General Secretary of the Electrical Trades Union, asked Congress to declare "firm opposition" to any form of wage restraint and to support any efforts made to improve the wages and conditions of employment of the working people.

It was demonstrably wrong, he said, for Congress to associate itself in any way with policies of wage freeze. "Many of us have heard the employers' gibe: 'Why ask for an increase in wages when the TUC counsels wage restraint?' We know the use that the Tory Government makes of this type of mistaken patriotism. The Chancellor of the Exchequer, taking advantage of last year's Congress decision, audaciously informed the trade unions that even higher productivity will not be reflected in increased wages.

"Big business," continued Mr. Stevens, "ignores the futile pleadings for restraint on profits and stabilized dividends. Compared with last year, profits were up by about 8½ per cent and dividends by 23 per cent."

In the debate which followed, J. Cooper, of the National Union of General and Municipal Workers, said the great difficulty about supporting the motion was that it sought Congress support for "any efforts" made to improve wages and conditions. This meant that Congress was being asked to give a blank cheque for all kinds of action; Congress could be put into an impossible position if it had to support every imaginable type of strike, which would be the case if such an umbrella resolution were approved.

## State Ownership

In the closing session, the General Council was overruled when an overwhelming vote favoured extension of state ownership to large sections of industry in the event the Labour Party is returned to office.

The resolution, sponsored by the left-wing Electrical Trades Union, called for public ownership of basic industries. Named specifically were the chemical and engineering industries. Also advocated was a measure of nationalization in the building industry.

The president of the Electrical Trades Union, in moving the resolution, said:—

"Those who desire to postpone nationalization to some indefinite date have suggested that the test as to whether or not the industry should be nationalized depends solely on its efficiency. We cannot agree.

"We say that industries that are vital to the nation's economy and the welfare of the people should be nationalized at the earliest possible moment. I do not accept the new definition of socialism which the deputy leader of the Labour Party, Herbert Morrison, coined yesterday." (Nationalization was an important part of the socialist creed, Mr. Morrison stated, and the Labour Government applied it over a wide field. "The socialist idea went wider than that, however." He would call socialism "the democratic assertion of social responsibility for matters which were properly a social concern.")

"It would be the reverse of all our socialist aspirations if we contended that only inefficient industries should be nationalized in order to make them efficient," said the mover of the resolution.

(Press reports expressed the opinion that socialism did not take much of a forward step. Both the TUC General Council and the National Executive of the Labour Party, they stated, have shown increasing reluctance to commit themselves to any large-scale new extension of state ownership in industry.)

## Voluntary Negotiation in Disputes

The General Council was instructed to consider ways and means of strengthening the collective bargaining system. The right

to strike must remain inviolate, the motion declared, but all possible steps should be taken to avoid use of strikes and lockouts as methods of settling trade disputes.

The mover of the resolution, A. Prestwich (Engineer Surveyors' Association), said many unions are using the advantages of numerical strength and the performance of essential services to enforce their demands, regardless of the effects on other unions. Achievement of higher wages had much influence on the value of rewards in modern industry generally, he said, and in some ways those for real skill had been depressed because of the imperative demands of the multitude.

Referring to the need for voluntary negotiation in disputes, he said: "There are no victors in war, for even the victors are losers; that applies also in industrial strife."

### Other Resolutions

A motion to raise the call-up age from 18 to 21 and to reduce the two-year term was rejected.

At the request of the mover, a proposal that apprentices should be allowed to work at their trade and receive training in it during the last three months of their national service was submitted to the General Council.

The General Council was instructed to make representations to the Chancellor of the Exchequer for tax relief in the next Budget on expenses incurred in travelling to and from work.

A composite motion criticizing the Government's economic policy and the "low level" of industrial investment, and asking the General Council to press for Government restriction on the distribution of profits and the issue of bonus shares, was supported by a large majority.

### Building Fund Levy

At a private session the delegates voted by a large majority that members of all affiliated unions should each pay a levy of one shilling towards the cost of the TUC memorial building in London, now in course of erection, and towards funds to help develop trade unionism in the colonies and underdeveloped countries.

The assessment is to be paid over the next three years, with 10d. in each shilling going to the building fund and 2d. to the colonial fund. The levy is expected to raise £337,240 for the memorial building and £66,000 for the colonial fund.

### Elections to Council

One of Congress' last actions was to reject by a majority vote of 3,800,000 a motion which would have changed completely the method of electing the General Council.

The rejected motion called for an amendment to the rules to ensure that General Council members elected to represent groups of trade unions would in future be elected by the groups and not by Congress as a whole.

### New Council Members

E. Hall was elected to succeed retiring member Sir William Lawther, both of the National Union of Mineworkers, and W. J. Carron to succeed Jack Turner, both of the Amalgamated Engineering Union.

Following the close of Congress, the new General Council met and elected as their Chairman for the coming year Charles J. Geddes. Mr. Geddes has been General Secretary of the Union of Post Office Workers since 1944 and a member of the General Council since 1946. He is chairman of the European Regional Organization of the ICFTU.

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## 450,000 Quebec Workers Covered by Agreements or Decrees

Almost 450,000 workers in Quebec are covered by collective agreements or decrees, according to the annual report of the Quebec Labour Relations Board for 1953-54. The number is double that of 10 years ago.

At the end of the fiscal year, March 31, 1954, there were 1,367 collective agreements in effect, covering 212,746 workers. In addition, 220,000 workers were covered by decrees.

The report showed that 80 per cent of the 693 collective agreements filed with the Board during the last fiscal year were the result of friendly settlements; 18 per cent resulted from conciliation and 3 per cent from arbitration.

During the year, the Board granted 315 new certifications and 300 petitions for conciliation, dealt with 116 anti-union complaints and conducted 26 representation votes.

# Fatal Industrial Accidents in Canada* during the Second Quarter of 1954

**Second-quarter fatalities number 293, an increase of 40 over those in first quarter. Manufacturing records greatest number of deaths, 52**

There were 293[1] industrial fatalities in Canada in the second quarter of 1954, according to the latest reports received by the Department of Labour. This marks an increase of 40 fatalities from the previous quarter, in which 253 were recorded, including 11 in a supplementary list.

During the quarter under review, six accidents resulted in the deaths of three or more persons in each case. At Montmagny, Que., three trainmen were killed on April 6 when their train struck an open switch and crashed into a string of standing freight cars. On April 8, at Moose Jaw, Sask., a mid-air collision between an airliner and a training plane resulted in deaths of the four crew members, nine passengers who were travelling in connection with their work and a cleaning woman working in a house into which the crippled airliner crashed. In all, 37 persons died in this accident, the worst in Canada's aviation history. As the result of an accident at sea, 14 seamen were drowned on April 11, when the tugboat *Chelan* was lost during a severe storm. At the time of the accident the tugboat was en route from Skagway, Alaska, to Vancouver, B.C.

A fire in a clothing factory at Ottawa, Ont., on June 7 resulted in the deaths of three female employees. On June 11, three river men employed by a logging company were drowned at Racine Lake, Ont., when their overloaded boat upset. At Montreal, Que., three stevedores working in the hold of a ship were overcome by poisonous fumes when a cylinder of chlorine gas being lowered into the hold fell and burst open.

Grouped by industries, the largest number of fatalities, 52, was recorded in manufacturing. Of these, 12 were in the wood products group, 10 in the iron and steel group and eight in the pulp and paper industry. In the previous three months, 47 fatalities were listed in manufacturing, including 12 in wood products, 10 in iron and steel and seven in the transportation equipment group.

Fifty persons died as a result of accidents in the transportation industry during the second quarter of 1954. These included 24 in water transportation, 10 in steam railways and eight in each of the local and highway and air transportation groups. During the previous three months, 41 fatalities were recorded, of which 18 occurred in steam railways and 16 in local and highway transportation.

In the logging industry, 45 fatalities have been recorded in the second quarter of 1954, compared with 34 in the previous three months. In the second quarter last year 42 accidental deaths were recorded in this industry.

There were 41 industrial fatalities in the construction industry during the quarter under review, an increase of four from the previous three months, in which 37 fatalities were recorded. During the second

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

*See Tables H-1 to H-5 at back of book.

[1]The number of industrial fatalities that occurred during the second quarter of 1954 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

quarter of 1953, accidents in the construction industry resulted in the death of 46 workers.

Of the 37 fatalities reported in the mining industry during the quarter under review, 26 occurred in metalliferous mining, six in non-metallic mining and five in coal mining. In the preceding three months 47 fatalities were recorded in mining, including 25 in metalliferous mining and 13 in non-metallic mining.

In agriculture there were 26 fatalities reported during the second quarter of 1954, an increase of 17 from the nine listed in the previous three-month period.

An analysis of the causes of the 293 fatalities that occurred during the quarter shows that 82 (28·0 per cent) of the victims had been involved in "collisions, derailments, wrecks, etc." Within this group the largest number of deaths was caused by watercraft (24), automobiles and trucks (17), tractors, loadmobiles, etc. (17), and aircraft (16). In the classification "struck by tools or machinery, moving vehicles and other objects", 69 (24 per cent) deaths were recorded; of these, 44 were in the category "other objects", 14 as a result of tools, machinery, etc., and 11 resulted from accidents involving moving vehicles. "Falls and slips" were responsible for 59 fatalities during the period; 58 of the deaths were caused by falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 96. In British Columbia there were 60 and in Quebec, 55.

During the quarter under review, there were 89 fatalities in April, 91 in May and 113 in June.

# Discrimination in Employment

**Scripts of final four radio broadcasts on anti-discrimination that formed part of educational program connected with Canada Fair Employment Practices Act are reproduced here; 81 stations carried the talks**

Scripts of the final four radio broadcasts in the series of eight dealing with anti-discrimination that were carried by 81 Canadian stations this summer are reproduced below. The broadcasts were heard on the Department's weekly program, "Canada at Work," during the period June 27 to August 14. Text of the first four broadcasts appeared in the September issue of the LABOUR GAZETTE (p. 1265).

The first of the four final broadcasts was given by Lister Sinclair, well-known Canadian writer, actor and critic, who spoke on "Ignorance: Discrimination Cannot Live Without It." Mr. Sinclair was followed by Claude Jodoin, President-elect of the Trades and Labour Congress of Canada; the Hon. Milton F. Gregg, Minister of Labour, and Roy Campbell, Mayor of the City of Westmount, Que., and Canadian Manufacturers' Association representative on the National Employment Committee and the National Advisory Committee on the Rehabilitation of the Disabled. The last three speakers spoke on the following topics respectively: "Discrimination: What It Does To Trade Unions", "Law as an Anti-Discrimination Weapon" and "Discrimination: What It Does To Business".

## Ignorance: Discrimination Cannot Live Without It

### Lister Sinclair

I think we've all heard these days that ignorance breeds discrimination: that race prejudice, religious prejudice, and things of that sort are rooted in either lack of information or, more often, wrong information. This kind of prejudice, we are told, can flourish only in an atmosphere of ignorance.

But the curious thing is that information does not always seem to help things much. If you meet a fellow who is prejudiced against, say, Scotsmen (I'm Scottish myself) because they are mean, it'll do you no good to present him with audited statements on charitable donations among the Scots. You will make no impression on him, except that he may go away with the dark suspicion that you may be a secret Scot yourself, having dropped the Mac from your name to try and make yourself less offensive to all right-thinking people. And as you leave, under frowning clouds of extra-suspicion, you may say to yourself, resignedly: "I don't know what's

the matter with that guy. Can't he recognize cold facts when he sees them? Rational arguments just don't seem to make any impressions on him."

Can't he recognize cold facts when he sees them? No he can't, because I doubt very much whether there are such things as cold facts: facts which appeal to the reason only without any kind of emotional background whatsoever. All the facts *I* know are *hot* facts: they have emotion mixed up with the reason. You remember *pi*, the ratio of the circumference of a circle to its diameter. Suppose I tell you that the mathematical value of *pi* is approximately 3.14159? That should be a cold fact, that should have no emotional colouring. But I think it very likely that unless you happen to be a mathematician yourself, your reaction to that bit of information was coloured by a little of the deep freeze of boredom and the sense of sterility that we seem to learn at school along with mathematics in general. If you're a mathematician, the approximate value of *pi* may well waken in you a comfortable feeling of the elegance and usefulness of the mathematical constants; and a general *feeling* of design, order, and structure may well come over you. Well, a feeling of dullness or a feeling of order are both emotional states; and even such a cold seeming fact as the value of *pi* can be warmed up a little by emotional states.

How much more heat comes in when we start talking about human beings! "Can't he recognize cold facts when he sees them?" No he can't; the man who is prejudiced, who is *suffering* from prejudice, I might say, because to be prejudiced cuts down on your awareness and enjoyment of life: that man can't see any cold facts at all, when the talk gets near the meanness of the Scots, or whatever it might be. The facts are heated; he himself is heated; and emotion (which has its proper place as a motive power) has become the controlling power.

No wonder, as you might go on to say, "Rational arguments seem to make no impression on him". They don't. But not because they aren't rational: it's because they aren't *wholly* rational. All arguments carry with them *some* emotional tone. And the deeper the argument, the more the tone. That, I suppose, was why in the old days, three subjects were supposed to be excluded from the conversation in the officers' mess: Sex, Religion and Politics. These, I take it, are by far the most interesting subjects in the world; but it is precisely for this very reason that the emotional heat they might develop is probably going to be very high indeed. Things on which we think strongly are also things on which we feel strongly.

Now there is nothing the matter with this in itself. Even if there were, there wouldn't be very much we could do about it, for it seems to be an inherent part of the machinery of mankind. What it *does* mean, though, is that race prejudice, which is essentially a question of *feeling*, must be dealt with as it really is, and not as something which can be demolished by a shower of so-called *cold facts*. An irrational hate is the same kind of thing as an irrational love; and most people have been agreed for centuries that it does very little good to try and argue an unwise lover out of his infatuation. But he may, on occasion, be persuaded out of it by a change of feeling.

In other words, the kind of ignorance that breeds discrimination and prejudice and the sort of moral short-sightedness that go with them: this ignorance is not entirely an ignorance of the head, of the thinking, to be remedied by a rolling fire of statistics. It is an ignorance of the heart, of the feeling; it is, if you like, a kind of short-sightedness in sympathy; a kind of emotional gap that prevents a man from reaching across to the habits and attitudes of groups of his fellow men.

Now I don't think people who are prejudiced really feel this themselves. They are usually convinced that their attitudes has been arrived at by perfectly rational means from an examination of *cold facts*. And, of course, we all think like this all the time. We all like to think we are perfectly rational; and whenever we do a thing, we are ready with reasons. Sometimes these are the real reasons, which is fine; sometimes they are not the real reasons but the best reasons we can think of (which may be even better than the real reasons). We may not even be conscious of the real reasons. Sometimes it's hard to tell which we're doing; and sometimes we're doing both; but on the whole, here are a couple of tests I would suggest. If a fellow gets more heated than the discussion seems to warrant, he may be tapping some underground river of deep feelings that you (and he!) know nothing about.

That's one thing: and here's another. If he has his facts wrong (and if he's suffering from race or religious prejudice, he will very likely have facts wrong), and if when he finds out the real facts, he doesn't change his attitude: then, again you can see that he is tapping this underground river of feelings. The ignorance is not

really that of the head, of thinking; it is the ignorance of the heart, of feeling.

Because, you see, most of these attitudes, these feelings have been learnt; very often over a long time; and very often from early childhood. We all like to think well of ourselves; that's both normal and necessary. But often things may come up, when the only way we can keep thinking well of ourselves is to start thinking badly of somebody else; and a race, or a religion is a very handy thing to nail on to. Especially, since the things we feel deepest in our heart are our customs, our habits, the special little ways that we love and that we have grown up with.

Other people's ways seem strange and therefore unpleasant; surely ours must be the best way, otherwise why would we be doing it? Sometimes we don't realize quite how much all those things we regard as specially ours, as our unique property, how much those things really come from other people; and if we do know about it with our heads, we may still not be feeling it in our hearts, for ignorance of the heart is the home of discrimination.

Listen for a moment to this. It's a little piece done by an American anthropologist, Ralph Linton; everything in it is true, and the remarks, though he speaks of Americans, apply, of course, just as strongly to Canadians, or to anybody else in the western world. I think you'll find the facts interesting; they appeal to the head; but I think, too, that you'll find the way Ralph Linton has put them will make those facts full of feeling, full of meaning for the heart.

"Our solid American citizen awakens in a bed built on a pattern which originated in the Near East, but which was modified in Northern Europe before it was transmitted to America. He throws back covers made from cotton, domesticated in India, or linen, domesticated in the Near East, or wool from sheep, also domesticated in the Near East, or silk, the use of which was discovered in China. All of these materials have been spun and woven by processes invented in the Near East. He slips into his moccasins, invented by the Indians of the Eastern woodlands, and goes to the bathroom, whose fixtures are a mixture of European and American inventions, both of recent date. He takes off his pyjamas, a garment invented in India, and washes with soap invented by the ancient Gauls. He then shaves, a masochistic rite which seems to have been derived from either Sumer or ancient Egypt.

"Returning to the bedroom, he removes his clothes from a chair of southern European type and proceeds to dress. He puts on garments whose form originally derived from the skin clothing of the nomads of the Asiatic steppes, puts on shoes made from skins tanned by a process invented in ancient Egypt and cut to a pattern derived from the classical civilizations of the Mediterranean, and ties around his neck a strip of bright-coloured cloth which is a vestigial survival of the shoulder shawls worn by the seventeenth-century Croatians. Before going out for breakfast he glances through the window, made of glass invented in Egypt, and if it is raining puts on overshoes made of rubber discovered by the Central American Indians and takes an umbrella, invented in south-east Asia. Upon his head he puts a hat made of felt, a material invented in the Asiatic steppes.

"On his way to breakfast he stops to buy a paper, paying for it with coins, an ancient Lydian invention. At the restaurant a whole new series of borrowed elements confronts him. His plate is made of a form of pottery invented in China. His knife is of steel, an alloy first made in southern India, his fork a medieval Italian invention, and his spoon a derivative of a Roman original. He begins breakfast with an orange, from the eastern Mediterranean, a canteloupe from Persia, or perhaps a piece of African watermelon. With this he has coffee, an Abyssinian plant, with cream and sugar. Both the domestication of cows and the idea of milking them originated in the Near East, while sugar was first made in India. After his fruit and first coffee he goes on to waffles, cakes made by a Scandinavian technique from wheat domesticated in Asia Minor. Over these he pours maple syrup, invented by the Indians of the Eastern Woodlands. As a side dish he may have the egg of a species of bird domesticated in Indo-China, or thin strips of the flesh of an animal domesticated in Eastern Asia which have been salted and smoked by a process developed in northern Europe.

"When our friend has finished eating he settles back to smoke, an American Indian habit, consuming a plant domesticated in Brazil in either a pipe, derived from the Indians of Virginia, or a cigarette, derived from Mexico. If he is hardy enough he may even attempt a cigar, transmitted to us from the Antilles by way of Spain. While smoking he reads the news of the day, imprinted in characters invented by the ancient Semites upon a material invented in China by a process

invented in Germany. As he absorbs the accounts of foreign troubles, he will, if he is a good conservative citizen, thank a Hebrew deity in an Indo-European language that he is one-hundred-per-cent American."

That piece, I think, appeals to the feelings as well as to the thinking. So, you see, Ignorance breeds discrimination; but tolerance is a matter not only of generous thinking, but of generous feeling.

## Discrimination: What It Does to Trade Unions

### Claude Jodoin, President-Elect, Trades and Labour Congress of Canada

First, I wish to thank the Department of Labour in Ottawa for affording me this opportunity to speak to you on a subject which is now and has always been dear to my heart. Secondly, I would like to congratulate the Department of Labour for instigating this series of broadcasts on the broad and important subject of discrimination. I will have something more to say on this second point later.

Coming directly to my subject—what discrimination does to trade unions—perhaps I can bring the matter into focus for you if I take a few moments to discuss trade unions, their make-up, their function and their reason for being.

A trade union is formed and exists for the very definite purpose of advancing the interests of its members. Its members are men and women who have, and practise in in order to earn their livelihood, a certain skill or craft, or who work together in a shop or factory for a certain employer. We are accustomed to differentiate between these two broad, general types of unions by calling the first a craft union and the second an industrial union.

A union functions in its own domestic way to rally the collective views and aspirations of its members. In this way it can act effectively as the bargaining agent for its members in their efforts to obtain high wages, shorter hours and better working conditions. Because of this basic function and purpose of the trade union, we have been inclined to say that the union's prime purpose is to advance the economic welfare of its members.

However, as there are many skills and many employed workers in this industrial Canada of ours, and over one-third of all the employed workers in this country belong to unions, there are many unions. These unions band together in cities, towns and industrial centres to form trades and labour councils. Through these councils they try to influence the affairs of their community. They group themselves into federations of labour on a provincial basis, and in this way try to influence the affairs and the laws of the provinces. They affiliate themselves to national congresses such as the Trades and Labour Congress of Canada, and thereby strive to influence the laws and the policies of Canada. Unions therefore have purposes and functions beyond the strictly economic—for they have been able to influence the growth and development of the society in which we live.

So much for the unions themselves, except this—the unions I am associated with in the Trades and Labour Congress of Canada, and I am singling them out because I know more about them than any others, are democratic organizations. Each member has one vote; all members are equal in membership and rights within the union.

Now I am sure that you will agree with me that any restriction on membership in such organizations must be based on employment in the particular shop or factory or on the particular skill or craft. Certainly restrictions based on race, colour, nationality, creed or religion have no place in such an organization.

But men and women have attitudes and habits of thought, and without attempting to appear as an expert, I think much of this arises from the environment in which we live. What we know and understand least usually we fear most. If a man speaks a language we do not understand, if he lives differently from us, if he goes about his work in a strange way, too often our tendency is to distrust him. We seem far too prone to feel that he will do us out of our jobs, that he will cause a breakdown in our standard of living and upset our social customs. If the truth were known in most instances, of course, this man is struggling to raise his own standard of living just as we are, and he is striving in his own way to play a useful part in society. In other words, what he needs most is an interpreter. And for that matter don't we all at one time or another.

This is where our committee comes in—the Standing Committee Against Racial Discrimination of the Trades and Labour Congress of Canada, of which I have the honour to be chairman. At the close of World War II many of us in the trade union movement realized that racial and religious harmony and understanding were

of prime importance in Canada if we were to go forward and make our democracy work for us. And we were convinced that that objective would not be reached if some person or organization was not prepared to act as an interpreter between the many minorities in Canada. Perhaps we forget this fact, but in Canada everyone belongs to a minority; there is no majority in Canada, except one that is formed out of a coalition of minorities. So we decided that no better opportunity existed for the interpreter than right in our trade unions.

We began to work at this job. Slowly at first, as we promoted an educational program within the local unions; then momentum began to develop. Soon we found that we had to reach out beyond our trade union ranks if our work of interpreter was to be successful: we found it necessary to take our story to governments and members of Parliament, for laws were necessary to protect the victims of discrimination.

We educate our children that to commit murder is wrong, yet murder is committed, and we have to have a law to deal with the offender. We are educating our people that to discriminate against another person on the grounds that he belongs to a certain minority group whether of nationality, religion or colour, is wrong, yet some people do discriminate on these grounds and we need a law which can deal with these offenders, because the victim of discrimination suffers real damages—economic and social damages and even psychological damages.

When we went to the Government of Canada with our request for such a law we did not rely on theory; we placed the facts before them. We told them of our work and of what we had been able to do within our trade union ranks. Incidently, I belong to the International Ladies Garment Workers' Union—one that performs its function very harmoniously indeed—yet there are more than twenty-five nationalities represented in our membership.

We were naturally tremendously encouraged when last year the *Government sponsored and Parliament enacted* the Canada Fair Employment Practices Act, which makes discrimination in hiring and employment on grounds of race, creed, national origin or religion an offence.

I said at the beginning of this broadcast that I wished to commend the Department of Labour for instigating this series of broadcasts. My reason is plain: now that we have a Fair Employment Practices Act in Canada, our greatest need is to inform the public of its existence, of its provisions, and to publicize as widely as possible its benefits. In other words, we in the trade union movement believe that the legislation has a twofold function —to deal with the offender when he commits an act of discrimination against another Canadian, and secondly, to provide a further vehicle for promotion of the educational process by which we can all become fully convinced that discrimination is wrong.

The existence of this legislation is a tremendously powerful instrument in the hands of the educator in this important field of human relations. It symbolizes in itself the public opinion which Parliament sought to give expression to when it passed the Act. We in the trade unions say that slightly differently: what we say is "that it is now popular in Canada to be tolerant".

The Canada Fair Employment Practices Act is more widely known as FEP. FEP to us means "Equality of Job Opportunity". The significance of those words—Equality of Job Opportunity—should be very great for all Canadians, but for those who happen to worship God in a special way or who happen to have had a grandfather who was born in a faraway country or who happen to have just arrived in Canada for the first time, those words are of tremendous significance and encouragement.

Our educational work within our own trade union ranks is continuing. I hope it will never lag, for human relations are always in need of improvement, and the better they are, I feel certain, the better Canada we shall live in. I hope too that the federal Department of Labour will continue to publicize these matters and the benefits of this legislation with the same goals in mind.

I personally approach this question of discrimination on grounds of race, colour or creed in this way—a person born has a right to live. He has in my opinion the same right to live whether he is French-speaking or English-speaking, or whatever his native language. He has the same right to live whether he worships in the cathedral, the chapel or the synagogue. He has the same right to live whatever may be his skin colour.

One fact of which I am very proud is that we have been able to convince ourselves within the trade union movement of the truth of this. I am even more gratified to recall that there is complete unity within our trade unions as between the two great groups of Canadians—the

French-speaking and the English-speaking; and I am bold enough to say that I hope that this unity we have achieved within our trade unions will have set an enduring pattern for all Canadians.

The growth of co-operation between our ethnical groups in Canada is symbolic of the growing strength and soundness of our democracy. In this connection, we may well remember that Canada is the first nation of the world to place a Fair Employment Practices Act in force. Others exist in this and other countries, but no other similar Act exists on a national basis. But it is also part and parcel of our national strength that we are finding ways of integrating all of these minorities into one nation of Canadians.

I believe we can do this. I take some credit for the trade unions in this connection when I say that we have done it. Within our ranks are members from all minorities or practically all and they work together for their common good.

The Canada Fair Employment Practices Act is a great step in this direction. This series of broadcasts is another and no less important step in the same direction. The never-ending educational program within the trade unions is another.

I am very happy to have this opportunity to take part in this broadcast series and to tell Canadians generally of the work of the trade unions in this important field. I am glad that the work they have done and are doing has been recognized by the Department of Labour in this way.

## Law as an Anti-Discrimination Weapon

### Hon. Milton F. Gregg, Minister of Labour

There are many sides to the problem of racial and religious discrimination. Most of them have been dealt with in one way or another by those who have taken part in the earlier broadcasts of this series. Today, I shall begin by giving you a very brief summary of some of the points which have been stressed by the earlier speakers.

First: Discrimination based on race, colour, religion or national origin is contrary to the principles of democracy on which our nation is founded. It is contrary also to the basic religious teachings in which Canadians put their faith. By almost any recognized standard it is morally wrong. And yet, to some extent, this discrimination exists in our country.

Second: Discrimination based on racial or religious factors is particularly undesirable in the field of employment. Aside from being morally wrong it is economically unsound, harmful to the interests of labour and management and to the Canadian people as a whole. Equality and freedom are assured only when every man, regardless of his race, religion, colour or national origin, is given an equal opportunity to obtain employment. And every act of discrimination which denies this principle strikes a blow at our economic well-being and at our worth as a nation.

Third: Discrimination in employment, as in other areas of life, springs from the irrational attitudes of mind commonly known as prejudices—the false but widespread ideas which would have us believe that Englishmen are snobs, Jews are unscrupulous, Scots are lacking in generosity, Negroes are mentally dull, Americans are interested only in material things, and Irishmen care for nothing so much as a brawl. These are the kind of ideas which make it difficult to recognize an individual for what he is worth, no matter what the colour of his skin, or the nature of his prayer to God, or the language he learned in childhood. They are dangerous ideas which we must seek to extinguish if we are ultimately to obtain the best way of life and the good-will of people in all parts of the world; for we need not be reminded that, in this world, there are some groups of people organized in a conspiracy directed against any form of society in which respect for the individual has a paramount place.

Fourth: Prejudice, the motive power of discrimination, is not something we are born with, but something that we acquire later on in life. In many cases, prejudice is learned in childhood. The main causes of it are given as frustration and ignorance. The speaker who made this point said that frustration and ignorance, to a certain extent, were inevitable in our society and that because of this, we would likely always have some prejudice too. However, this was all the more reason why we should understand it and learn how to combat and control it.

But as the experts on this problem have found, there is a limit to how far we can go in analysing prejudice and discrimination. It is just as important to know what can be done about the problem and some of the remedies suggested by the speakers are most interesting. There are some points that all the suggested remedies had

in common. All of them recognized directly or indirectly that the basic problem was prejudice rather than discrimination. Discrimination might be stopped, but unless the prejudiced thinking and the prejudiced feeling which are the root of it were eliminated too, the problem would still be with us. There were several suggestions as to how the individual should go about this.

One was that prejudice should be challenged whenever and wherever we find it. If it is based on ignorance, we should get the facts and make them known. We should try to eliminate prejudice in the home, in the school, in the church, and in our occupational lives. We should try also to prevent our children from acquiring prejudice. We should strive to understand people who speak a different language and whose way of life is different from our own. "What we know and understand least, usually we fear most."

Another suggestion was that we might get better results if in addition to attacking prejudice, we concentrate on building up tolerance. You can prove a man wrong a thousand times by "a rolling fire of statistics" but if in his heart he still feels prejudiced, you won't have done much good. You've got to make him feel differently—you've got to make him feel tolerant and "tolerance is a matter not only of generous thinking, but of generous feeling".

There was another suggestion I liked and it brings me to the subject with which I am primarily concerned in this final broadcast in the series. It was that when we prevent discrimination from taking place, we are *automatically* eliminating prejudice. We should recognize this fact and make good use of it. The truth of this has been demonstrated in many a school yard. As one speaker said—stop a big boy from bullying a small one "and the *urge* to bully him stops too". This truth is also demonstrated in the progress made under anti-discrimination laws in Canada and in other countries. When discrimination becomes illegal, acts of discrimination take place less often. Soon the idea catches on, and discrimination, in addition to being unlawful, has become unfashionable. Thus, we find that "discrimination—acts of hostility—is decreasing and because of that, prejudice—attitudes of hostility—is decreasing too".

I would like to turn now to the main subject of this broadcast: Law As An Anti-Discrimination Weapon.

On the first of July 1953, the Canada Fair Employment Practices Act came into effect. It was the first and, to my knowledge, it is still the only national law of its kind in existence. In its passage through the Canadian Parliament, it received the full support of all parties and, for this reason, I am sure that it represents the wish of most Canadians. Its purpose is not to force any employer to hire any individual, or to require anyone to work for any employer, but simply to ensure that, in the field of employment subject to federal jurisdiction, all men and women will be considered for employment on their merits, without regard to their race, colour, religion or national origin.

In its basic provisions, the Act is relatively simple. It states that no employer shall refuse to hire or shall otherwise discriminate against an employee in regard to employment or conditions of employment because of his race, colour, religion or national origin, and that no trade union shall exclude any person from full membership or expel or suspend or otherwise discriminate against any of its members or discriminate against any person in regard to his employment because of race, national origin, colour or religion. The Act prohibits the use of discriminatory advertisements, application forms or enquiries relating to employment. And it provides that no one may retaliate against anyone who has filed a complaint under the Act or assisted in any way in its enforcement.

Any individual believing that he has been the object of a discriminatory act while employed or seeking to be employed in an industry coming within federal jurisdiction may file a complaint in writing with the Director of Industrial Relations, Department of Labour, Ottawa. Such a complaint is given prompt attention. Under normal circumstances, an officer of the Department is assigned to investigate the complaint, to establish the facts in the case and to attempt to have the parties concerned agree to a settlement of the matters on which the complaint is based. If he fails to do these things, he reports his findings to the Director, who may in turn make a recommendation to the Minister of Labour that an Industrial Inquiry Commission be appointed to conduct a further and more searching investigation.

The Commission, if it fails to obtain a settlement and finds the complaint supported by the evidence, shall recommend to the Minister the course which ought to be taken with respect to the complaint. On the basis of such recommendation, the Minister is empowered under the Act to issue an order giving effect to the recommendations of the Commission. The Act also provides that an aggrieved person may

directly seek redress in the courts without first going through the complaint procedure I have just described. And finally, the Act provides penalties for those who violate its provisions or refuse to abide by an order issued by the Minister of Labour.

These, then, are the basic provisions of the Act. I have outlined them in some detail because I consider it important that they be known in all parts of this country.

Before going any further, I should point out that, in the administration of the Act, the emphasis has been, and will continue to be, on conciliation and persuasion rather than compulsion, which will be used only where absolutely necessary. So far, there has been no need to bring the compulsory features of the Act into play. We have received only a small number of official complaints—six to be exact—and, of this number, four have been settled quickly by correspondence or by direct investigation and conciliation, and two are being looked into at the present time. So far, in other words, the Act has not shown itself to be difficult to enforce, and the reason is, I believe, because the vast majority of Canadian employers are opposed to discrimination because of race, religion, colour or national origin.

That brings me to a question frequently asked when the Canada Fair Employment Practices Act and similar legislation elsewhere is under discussion. Why law? Why not education to deal with a problem so obviously rooted in the minds of men? To this question, there are several answers.

The first one is fairly obvious. No one in this country sees the law as a means of achieving thought control. No one, I hope, would want to see it that way. But let us be clear about one thing. The problem we are dealing with in each individual case takes the form of a discernible act, a step actually taken by one individual or group to deprive a worker of a job opportunity which is rightfully his. It is true that the discriminatory act is based on prejudice, which is an emotion of one kind or another. It is true that the law can do little or nothing about correcting such an emotion. It should be understood, however, that the fair employment practices law is directed against the act of discrimination and not the emotional prejudice on which it is based, in much the same way as laws are directed against embezzlement and not greed, against manslaughter and not anger, against murder rather than hate. It would be quite impossible, I think, to devise an effective law against prejudice, but when prejudice spills over into discrimination in employment it becomes an entirely different matter and a proper subject of legislation.

That, I think, is a good answer to the question: Why law? What about the other one: Why not education? Well, I think it should be remembered that law itself is a potent medium of education. Canadians, by and large, are a law-abiding people and, over the years, the fact that Parliament has spoken with a clear and undivided voice on the subject of discrimination in employment is bound to exert a considerable influence, not only on employment policies and hiring actions, but also on the attitudes of individuals toward people whose race or colour or religion or national origin is not the same as their own. Ideas which may result in acts declared to be illegal are not likely to thrive.

But, of course, the law, by itself, is not enough. To deal adequately with this problem, it must be supplemented by more direct forms of education. That is why this series of broadcasts was arranged as part of a program of publicity and education under the Canada Fair Employment Practices Act.

The educational job which should, and indeed must, be done in this field is of some magnitude. It cannot be done by governments alone. Governments can perhaps furnish a lead and provide some of the materials but the real job must be done by private individuals and groups in all parts of the country. I cannot overemphasize the importance of that fact. In administering the Canada Fair Employment Practices Act, and in seeking to achieve its underlying purpose, the Government and the Department of Labour must have the co-operation of Canadians from all walks of life and, particularly, of the various associations to which they belong. I am sure we will get the co-operation.

Evidence that it has already been forthcoming is to be found in a striking way in the list of speakers who have been heard in this series of radio broadcasts: the Hon. Walter Harris, Ralph Allen, Dr. J. D. M. Griffin, Lister Sinclair, the Rev. Richard D. Jones, Roy Campbell and Claude Jodoin. To these men and the organizations they represent, to the other associations which helped to publicize the broadcasts, and to the radio stations which carried them, I would like to offer my thanks. They have exhibited the spirit which, in the long run, will be the most powerful force working in Canada against this kind of discrimination.

## Discrimination: What It Does to Business

Roy Campbell, Canadian Manufacturers' Association

I have been asked to talk to you about discrimination as it affects the Canadian business community.

I should say at the outset that the average Canadian businessman is probably very much like any other Canadian when it comes to discrimination. He thinks it is undemocratic, unfair, and morally wrong, and, like the average Canadian, he probably hasn't thought about it as much as he should. In other words, it is highly unlikely that the average businessman has considered what discrimination could mean to the economy in terms of dollars and cents.

That is why I agreed to discuss the problem under the heading, "Discrimination: What It Does To Business". The other arguments against it, moral, humanitarian, psychological, and so on, have already been dealt with by other speakers in this series anyway. But I think we should be thorough in our efforts against discrimination, and if we are going to be thorough, we should marshal all the arguments against it, including the economic ones.

I recently read a statement from an economist at the University of Chicago to the effect that occupational discrimination was costing American industry fifteen billion dollars a year. It would be almost impossible to make an exact estimate of the cost of discrimination in any country, so I suppose it would be possible to argue that his figures are not correct. But even if the figure was only fifty per cent correct, the thought is a staggering one.

Part of our problem in Canada is that we hear too much of comparisons—favourable comparisons—between discrimination in Canada and other countries. Most of us have heard or read statements from Jewish or Negro leaders to the effect that Canadians are quite fair-minded in the matter of racial and religious differences—that minority groups in this country are better treated than they are elsewhere. Part of our problem, I think, is that we tend to regard statements of this kind as a pat on the back, and let it go at that. We tend to think that discrimination, in a degree that is important enough to worry about, is something that is found in countries where there are large groups of coloured people among the white population—in countries such as South Africa and the United States.

However, I am afraid that our Jewish and Negro leaders, although emphatic in their view that Canada is a good place to live, would be just as emphatic in raising an objection to this attitude. They would tell you, as they have told many people in this country, that discrimination exists here, that it follows essentially the same patterns that it follows in other countries, that it is causing them a good deal of trouble and concern, and that they think Canadians of all races, religious and national origins should tackle the problem together.

If you were to question these Jewish and Negro leaders further, they would tell you that when members of their race or religion apply for work at some places of employment, they are invariably turned down, and that this has been going on for years—for so long, in fact, that they have stopped applying. They would tell you also that there are other places of employment in Canada where they can apply for work and get it, but that they are usually limited to certain types of occupations. Furthermore, they will say that in places of employment where this type of discrimination exists, promotion and upgrading to the better classes of jobs are very limited as far as their people are concerned.

There is no need for me to devote much time here to proving that discrimination exists in Canada. The speakers who have preceded me on these broadcasts have covered that point very well. In addition to this, I am concerning myself with the business community and I believe that quite a number of the business people in Canada are aware of the problem. They are more likely to want to hear me say what should be done about it, and to furnish reasons why something should be done.

Some of you might well ask why I believe something should be done in view of the fact that discrimination in Canada, by comparison with some other countries, is not, after all, a very serious problem. There are three main points I would like to make in reply to this.

The first one is that while the problem is not a major one at the moment, it is quite a large potential problem. The reason for this is that we are a multi-rooted nation—a nation that is made up of a great variety of people from different races and different religions, who have their national origins in many different countries. This melting-pot factor, far from being a weakness, has been the source of our greatest strength. We began our

existence as a country with a few thousand people huddled, so to speak, in one small corner of a great expanse of territory. Without the influx of people from other lands, we could never have seized the opportunity to take this large area with its huge wealth in natural resources, and to change it from a wilderness into a nation that stretches from one great ocean to another. Our greatest periods of national growth have taken place when large numbers of people were moving into this country from other parts of the world.

Canada has now entered on another great period of national growth. Our industries have expanded greatly during and since the war, and so has our population. In view of the fact that a large part of that expansion in population has been the result of immigration, I believe it is vitally important that we exercise some of the vision and tolerance that made some of our earlier developments possible. I am told that about one out of every fifteen people in Canada today is a new Canadian who has arrived in this country since the end of the war. These people believed when they immigrated to Canada that this was a democratic country, a land of opportunity—where opportunity would not be denied to a man because of his race or religion. It is the duty of all of us—and particularly of business leaders—to see that these people and those who will follow them are not disappointed in this belief.

If we don't accept them and treat them as we should, if we don't give them an equal chance in employment and business enterprise, if we discriminate against them in housing and in social relationships, they will form their own national groups and withdraw into themselves. If they are the last to be employed and the first to be unemployed, it will be a bad thing for business, bacause they will not be able to play their full part as producers and consumers of goods. It is our duty, and it is in our own interests, to see that these new Canadians are not, as the result of discrimination, denied the opportunity to play their part and to share the reward in the building of a bigger and better Canada.

The second point I want to make will also be appreciated by the average Canadian business man. It is that the cost of preventing discrimination, in terms of time, effort, and money, is small indeed compared to the cost of getting rid of it once you have allowed a major problem to develop. To take an example, slavery was abolished in the United States at the end of the Civil War, long before the turn of the century, and although Americans have made good progress in reducing the discrimination problem in recent years, many more years will elapse before it ceases to be a major problem. It seems to me that the biggest mistake that can be made with discrimination is to ignore it, to make little of it, or generally to do nothing about it until it builds up into a major problem. It is much less expensive in the long run to be constantly on the alert against it, because getting rid of a major discrimination problem is not usually a matter of weeks, months, or even years, but of centuries. It's one of those cases where an ounce of prevention is indeed worth a pound of cure.

My third point is that discrimination is a waste, an appalling waste, of human and economic resources. Earlier speakers in this series have told you that it has a damaging effect on people psychologically, that it thrives on fear and ignorance, and that it is morally wrong, but I want to tell you that if discrimination is allowed to go far enough, it is economically bad for the country, and particularly bad for business.

Under discrimination, members of the minority group are prevented or discouraged from entering the professions, and their business activities are restricted because of the high risk involved for people of their race or religion. They are discouraged from applying for the better jobs, and soon they find that most members of their group have become hewers of wood and drawers of water. If the minority group is large enough, the result is that they live in depressed areas of the community. They are the people who stay longest in the ranks of the unemployed, because as reductions and increases take place in economic activity, they are the last to be hired and the first to be fired. A man cannot be a producer unless he is allowed to work, and he cannot be a buyer of goods unless he is allowed to earn money.

We are fortunate in Canada in that internal friction because of race, colour or religion has been small and unimportant by comparison with some other countries. Considering the sorrow and misery that can be caused by prejudice, we would be well advised to guard this advantage, and guard it well. We should work to eliminate those discrimination practices which already exist. We should also be on the alert to prevent new discrimination practices from creeping in, because they can appear in a variety of disguised and subtle forms, and can build up into a real problem without the build-up really being noticed. As far

*(Continued on page 1471)*

# 50 Years Ago This Month

**Department of Labour survey of housing in summer of 1904 disclosed "pronounced scarcity of dwellings suitable for occupation by workpeople". Only 6 of 30 cities found with no pressing housing problem**

Canada's housing conditions and the shortage of accommodations, particularly in industrial areas, were dealt with at length in a feature article of the October 1904 issue of the LABOUR GAZETTE. The Department of Labour, in July of that year, conducted a survey of housing in all incorporated cities of more than 10,000 inhabitants throughout the country. LABOUR GAZETTE correspondents were assigned to collect the necessary information.

In addition to reporting upon important local features of the housing situation, the correspondents were asked to estimate the supply of houses available relative to the demand, note the class of housing desired by the workingman and the rental he was paying at the time, determine the number of workers living in boarding houses because of their inability to obtain individual houses, and to prepare a general statement as to the cost of building, whether or not new houses were likely to be built in the future, and, if not, why additional construction would not take place.

From the results of its survey, the Department reported that a "pronounced scarcity of dwellings suitable for occupation by workpeople" existed in the country and it noted that of 30 cities from which results were received, only six, Sydney, N.S., Charlottetown, P.E.I., St. John, N.B., Quebec, Que., Belleville, Ont., and Kingston, Ont., could be listed as areas where the supply of houses was not a pressing problem.

The class of houses referred to as "workingmen's dwellings" varied from locality to locality. In Halifax it was found that a self-contained flat at a monthly rental of $10 was chiefly in demand while in Quebec a four-room tenement and in Kingston a small detached house with a garden were more in demand. Rentals ranged from $6 to $12 a month.

The report estimated that over the preceding five years, rents had increased from 15 to 30 per cent. At Quebec the increase was estimated at 30 per cent and in St. Catharines in the neighbourhood of 50 to 80 per cent.

The article cited Winnipeg as possibly "the example of highest rentals paid at present" for workingmen's houses. "Rents are out of proportion to the wages that are being earned," the report said, noting that a four-room cottage without water rented for $15 a month while a six-room house with water rented for $25 to $30 a month.

It was pointed out that very few workers among those who had families boarded out. The fact that in Halifax, Sherbrooke, Peterborough, St. Catharines, Hamilton, Brantford, London, St. Thomas, Windsor, Brandon and Vancouver, many workingmen's families were boarding out was noted as an indication that "suitable dwelling houses at sufficiently low rentals" were not available.

In a general summary, the article stated that the extensive development and general prosperity of industry throughout the country, by increasing the number of workers, was in itself a hopeful sign for an increase in the number of dwellings. At the same time it was pointed out that new construction was often discouraged by the increase, estimated to average from 20 to 33½ per cent, in the cost of labour and material for construction during the preceding few years.

Among the remedies most frequently mentioned by the *Gazette* correspondents were the following: municipal intervention in the housing field, extension of street-car systems, encouragement of housing societies and the formation of co-operative societies.

In Montreal, on September 19, the 20th annual convention of the Trades and Labour Congress of Canada was opened with 130 delegates in attendance. TLC President John A. Flett in his opening address urged the extension of the fair wage clause to all industries bonused or assisted by the Government. In addition, the TLC head expressed regret that the Union Label Bill had not been approved by the Government and condemned what was called the importation of "an inferior class of immigrants from continental Europe".

# International Labour Organization

## ILO Assistant Director-General Appointed

**Dr. Abbas Moustapha Ammar, former Egyptian Minister of Social Affairs and Minister of Education, to assume new duties at first of November**

Dr. Abbas Moustapha Ammar, former Egyptian Minister of Social Affairs and former Minister of Education, has been appointed Assistant Director-General of the International Labour Organization. He will assume his new duties at the beginning of November.

Dr. Ammar took his B.A. and M.A. degrees at Cairo University and his doctorate in philosophy at Manchester University, England. He received his higher studies diploma in social anthropology at Cambridge a year later.

He returned to Cairo University as lecturer and assistant professor in social anthropology and socio-economics. In 1947 he organized the People's University for Workers and the adult education program for the Egyptian Ministry of Education.

In 1948 he became head of the Petitions Division of the United Nations Trustee Department. In 1950 he returned to Egypt as Director-General of the Rural Welfare Department, Egyptian Ministry of Social Affairs, and Acting Dean of the Cairo School of Social Work but returned to head the UN petitions division again in 1951.

In 1952 he became Director of the UNESCO Fundamental Education Centre for the Arab States, resigning in 1952 to become Egyptian Minister of Social Affairs. From January to April this year he was Minister of Education.

Dr. Ammar has been a member of the Egyptian delegations to the UN General Assembly and Security Council and to the UNESCO, ILO and UN World Population Conferences. He is a member of the Executive Board of the Egyptian Association for Social Studies and president of the Egyptian National Population Commission.

## 125th and 126th Sessions of Governing Body

Procedural matters and the preparation of future reports occupied a considerable portion of the time of the 125th Session of the Governing Body of the International Labour Organization in Geneva on May 28 and 29. Canada was represented by Hector Allard, Canadian permanent delegate to the European Office of the United Nations, and by his assistant, K. D. McIlwraith of the Department of External Affairs.

The Governing Body agreed that law and practice reports should be prepared on weekly rest in commerce and offices and on the living and working conditions of aboriginal populations in independent countries. The Director-General was also asked to submit reports on discrimination in the fields of employment and occupation and on the forced labour question for the attention of the Body.

A recommendation by the International Organization Office that immediate consultations be opened with governments and the two groups of the Joint Maritime Commission with a view to amending the Convention on Wages, Hours of Work and Manning, 1949, was unanimously approved. The Convention, No. 93, deals with conditions as they affect seamen and the proposed consultations are designed to refer particularly to workers on ships of smaller tonnages whether covered by the present convention or not.

A resolution concerning the ten states of major industrial importance, which replaced Brazil by the USSR, was unanimously accepted by the Governing Body, the United States delegate abstaining.

The 126th Session of the Governing Body, held June 25 in Geneva, was the first meeting of the body as enlarged by the amendment to the Organization's constitution and with its newly elected membership. Mr. Allard and Mr. McIlwraith again represented Canada.

In the composition of the new committees, necessitated by the increased membership, Canada retained its representation on both the Financial and Administrative and the Allocations committees. In addition, Canada will again hold a substitute membership in the Technical Assistance committee.

The Governing Body decided to hold its next meeting, the 127th, in Rome from November 16 to 19.




The LMPC at the Orillia Water, Light and Power Commission has devised a "Report of Damages" form as an aid to more efficient repair work to power lines.

Investigation had shown that employees of the utility—before the advent of written reports—frequently reported orally any repair work they deemed necessary in their districts during routine assignments.

It was learned that these oral reports were often forgotten, and that consequently the necessary work was not done. This, in turn, often meant that breaks would occur in service during storms, and crews would be called out to repair the breaks on an emergency basis.

In many cases, it was felt, these breaks would not have occurred at all if proper maintenance work had been carried out at the time employees reported the work as necessary.

Now, employees who observe a spot where a break seems possible, or where maintenance work is necessary, fill out a "Report of Damages" in quadruplicate, and this is handed to the department superintendent, who distributes the copies to the parties concerned.

Following investigation by the superintendent the report is treated according to its merits. If repair or maintenance work is necessary a work order is issued. After the work has been done, the employee who sent in the report is advised that the job has been completed.

Thanks to the new system, obvious repair work is done when needed. This has resulted in substantial improvement in service to Orillia consumers and a marked financial savings to the utility.

* * *

A "case study" of the work of a labour-management production committee has brought to light the story of a big job well done through co-operation.

The committee was asked by management to look into the scrap problem and devise a means of reducing waste and spoilage, which was costing the company about $3,000 each week.

A clear statement of facts on the matter was requested by the LMPC.

Management advised that workmanship was below standard, scarce materials were being wasted, and as a result output was sharply reduced.

An immediate inquiry was instituted to learn the causes contributing to the scrap and spoilage.

It was discovered that some 24 operations, handled by as many different individuals, were necessary in the manufacture of a single portion of one product. It was apparent that bad workmanship at any one stage of the operations could ruin the entire item.

The company, on suggestion of the LMPC, assigned to a utility department expert the task of finding and correcting stages where faulty workmanship might occur. He carefully watched tolerances, and pointed out to operators how abuses to these could result in spoilage.

A plant-wide publicity campaign, aimed at focusing employee attention on the problem, was launched and memoranda asking for the co-operation of all concerned were distributed. LMPC members used every opportunity to speak to employees on the subject and urge their co-operation.

Foremen stressed the importance of good housekeeping in all departments, and also concentrated on improving methods of routing and storing materials.

As a constant reminder to employees of the importance of preventing scrap and spoilage, a series of posters was prepared by the plant artist, and these were prominently displayed throughout the various departments.

In the first month after the LMPC started to iron out the scrap and spoilage wrinkles, the company was able to report that the loss had been cut down by more than $1,000 per week.

* * *

Due to the high degree of labour-management co-operation, the annual picnic of Canadian Pittsburgh Industries Limited, in London, Ont., was a marked success.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during August. During the month, the Board received three applications for certification. One application, received in July, was withdrawn.

### Application Withdrawn

International Brotherhood of Electrical Workers Local 1318 and Maritime Broadcasting Company Limited (Radio Station CHNS), Halifax, N.S. (L.G., Sept., p. 1280).

### Applications for Certification Received

1. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by the Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Investigating Officer: C. E. Poirier).

2. Brotherhood of Maintenance of Way Employees, Canadian National Eastern Lines System Federation, on behalf of certain classifications of maintenance employees employed by the Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Investigating Officer: C. E. Poirier).

3. Brotherhood of Railroad Trainmen, on behalf of a unit of conductors employed by the Midland Railway Company of Manitoba, Winnipeg, Man. (Investigating Officer: R. H. Hooper).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During August the Minister appointed conciliation officers to deal with the following disputes:—

1. CKCV Limited, Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: L. Pepin).

2. CHRC Limited, Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: L. Pepin).

3. Canadian National Railways (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: F. J. Ainsborough).

4. Radio Station CKVL, Verdun, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier).

5. Anticosti Shipping Company, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

### Settlements Reported by Conciliation Officers

1. The Commercial Cable Company, Newfoundland, and the Commercial Cable Staffs' Association, St. John's, Newfoundland (Conciliation Officer: W. L. Taylor). (L.G., Sept., p. 1281.)

2. Dinamac Tanker Service, Home Oil Distributors Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe). (L.G., Sept., p. 1281.)

3. The Canada Coach Lines Limited, Hamilton, and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 1454 (Conciliation Officer: F. J. Ainsborough). (L.G., June, p. 815.)

4. Grand Trunk Pacific Development Company Limited, Prince Rupert Drydock and Shipyard (Canadian National Railways) and United Brotherhood of Carpenters and Joiners of America, Local 1735; International Brotherhood of Electrical Workers, Local 344; United Association of Journeymen, Plumbers and Steamfitters, Local 180; and International Union of Operating Engineers, Local 510 (Conciliation Officer: G. R. Currie). (L.G., July, p. 992.)

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

5. Grand Trunk Pacific Development Company Limited, Prince Rupert Drydock and Shipyard (Canadian National Railways) and Marine Workers and Boilermakers' Industrial Union of Canada, Local 2 (Conciliation Officer: G. R. Currie). (L.G., July, p. 992.)

## Conciliation Boards Appointed

1. Canadian Pacific Railway Company Limited (British Columbia Coast Steamship Service), Canadian National Steamships and Union Steamships Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie). (L.G., Sept., p. 1281.)

2. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough). (L.G., Sept., p. 1281.)

3. Canadian Pacific Railway Company (SS. *Princess Helene*) and Seafarers' International Union of North America, Canadian District (Conciliation Officer: H. R. Pettigrove). (L.G., Aug., p. 1138.)

4. Anticosti Shipping Company, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier). (See above.)

## Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in July to deal with matters in dispute between the Essex Terminal Railroad Company, Walkerville, Ont., and the Brotherhood of Railroad

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the adminintration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorparation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Trainmen (L.G., Sept., p. 1282) was fully constituted in August with the appointment of His Honour Judge E. W. Cross, Woodstock, Ont., as chairman. Judge Cross was appointed by the Minister on the joint recommendation of the other two members, Walter L. McGregor and Earl R. Watson, both of Windsor, Ont., who were previously appointed on the nomination of the company and union respectively.

### Conciliation Board Report Received

During August the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in June (L.G., Aug., p. 1139) to deal with matters in dispute between the Gatineau Bus Company Limited, and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591. The texts of the reports are reproduced below.

### Settlement Following Board Report

Patricia Transportation Company Limited, Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Sept., p. 1282).

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# Report of Board in Dispute between

## Gatineau Bus Company Limited
## *and*
## Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America

### MAJORITY REPORT

To the Hon. Minister of Labour
Ottawa

Hon. Sir:—

The Conciliation Board appointed to hear the above dispute has completed its investigation and has the honour to make the following report:

The Board was composed of the Hon. Mr. Justice Edouard Tellier, Montreal, as Chairman, Mr. James H. Stitt, QC, Ottawa, Nominee of the Union, and Mr. Jean C. Bherer, QC, Montreal, Nominee of the Company.

The Board was appointed to endeavour to settle differences between the Company and the Union, as a result of several amendments proposed by the latter to the agreement in force since the first day of May 1953.

According to Section 13 of the Act, the Union, on the 26th day of February 1954, submitted to the Company different amendments to the existing contract for the year 1954-1955 and requested the Company to select a date in the month of March 1954 to negotiate.

The proposed amendments submitted to the Company are as follows:

1. Raise of 0·30 per hour for all employees.
2. Two pairs of overalls per year for garage employees.
3. Time and one-half for all statutory holidays: Good Friday, Empire Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, New Year's Day.
4. Maintenance men to work every second holiday.

*Drivers Section:*

5. All extra runs to be paid for three hours (3).

On August 17 the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and the Gatineau Bus Company Limited, Hull, Que.

The Board was under the chairmanship of the Hon. Mr. Justice Edouard Tellier, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. The nominee of the company was J. C. Bherer, Montreal; the union nominee was James H. Stitt, QC, Ottawa.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the chairman and Mr. Stitt. The minority report was submitted by Mr. Bherer.

The texts of the majority and minority reports are reproduced below.

6. Every spare man should be paid at least six hours per day (6).
7. All regular runs to be made of eight (8) hours.
8. Pay day will be every second Thursday morning.
9. Fifteen (15) minutes for checking time after run.
10. All regular runs should be completed within eleven (11) consecutive hours.
11. All relief runs should be completed within twelve (12) consecutive hours.
12. All waiting on runs to be paid at regular driving time.
13. All chartered trips will be paid for at least six (6) hours, regular driving time.
14. Seniority to be respected on all runs provided no expenses to the company.
15. All long chartered trips will be paid full driving time plus waiting time if any "all expenses paid".
16. Two weeks holidays paid after (1) year.
17. Any operator transferred or promoted to another classification, and remain there for a period of six (6) months, his seniority will be frozen from time he was transferred if he return to his original job.
18. This contract is for one year (1), ending April 30, 1955.

Following negotiations between the parties, a Conciliation Officer was appointed to endeavour to settle the different points in dispute. Although several amendments proposed by the Union were either agreed upon between the parties or withdrawn, the following still remained in litigation and are the subjects of the present report:

Amendments

No. 1. Raise of 0·30 per hour for all employees.
No. 3. Statutory holidays.
No. 16. Two weeks holidays paid after one year.
No. 14. Seniority on all runs.
No. 18. Agreement retroactive to May 1, 1954.

At the request of the Members and by consent of the Union, Amendment No. 14 was dropped as being prejudicial to both parties.

The Board met in Montreal and in Ottawa.

**Raise in Pay**

On this point, the question of whether or not the Company is a wholly Quebec Corporation was again raised and so to compare the rates paid by companies in the transit business in Quebec with those paid by other companies in other provinces of the country. Although the Chairman and Mr. James H. Stitt, QC, Nominee of the Union, do not deny that the Company is a Quebec Corporation and its fares being regulated by the Quebec Authorities, they feel that the fact that the Company operates in the Province of Ontario should be taken into consideration, and not narrow the comparison with the cases of Hull City Transport Co., Autobus Fournier Ltée, Cie Autobus Charlesbourg Ltée, Transport Boischatel Ltée, Autobus Drolet Ltée, the four last named companies not operating in the same area than the present company. In this particular case, some consideration should be given to wage structure in Ottawa when the Company operates, although to a limited degree.

After consideration of all factors, after study of the briefs filed by the parties, the Chairman of the Board and Mr. James H. Stitt, QC, Nominee of the Union, recommend an increase of five cents (0·05) per hour in the basic rates for all employees of the Company, with effect from the 1st day of May 1954.

Mr. J. C. Bherer, QC, Nominee of the Company, disagrees on this particular point. A separate report will be filed by Mr. Bherer.

**Statutory Holidays**

At the present time, the employees of the Company receive, in addition to Sundays, two statutory holidays at premium rates for operators and time and one-half for garage employees, namely New Year's Day and Christmas Day.

The Union is now asking that both operators and garage employees shall be paid time and one-half for works performed on the following days, namely: Good Friday, Empire Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, New Year's Day.

The Union has submitted a list of numerous transit companies in different provinces which grant from five to ten holidays during the year at various additional rates of wages and in a few cases an additional rate for works performed on Sundays. It appears that in the great majority of the cases quoted, no extra pay is provided for work performed on Sundays. In the present case, the garage employees of the employer are already receiving time and one-half for works done on Sundays, New Year's Day, Christmas Day and the operators are receiving a premium of 0·10 per hour, plus 0·20 per hour for overtime,

for the same days. The premium rates prevailing on Sundays (52) seem to place the employees in a better position than the great majority of those of other companies across Canada.

In the present circumstances, therefore, the Board is of the opinion that the actual situation should not be disturbed. On this particular point, the three members of the Board are unanimous.

**Two Weeks Holidays After One Year**

The Union requests that two weeks vacation with pay after one year of service shall be paid to employees, instead as of at present after five years of service.

The Chairman and Mr. James H. Stitt, QC, Nominee of the Union, are of the opinion that twelve (12) days vacation with pay after four years of service shall be granted to the employees. Such decision appears to the above Members as being a fair and reasonable adjustment after taking into consideration the various cases quoted by both parties. It is of importance to note the fact that no case from the Province of Quebec is referred to in the Union's brief; on the other hand the Company refers to only four cases from Quebec (all outside the area concerned) and none from other provinces. It is obvious that the conditions through Canada on this particular point vary considerably and for unexplained reasons as far as the present Board is concerned.

Mr. J. C. Bherer, QC, Nominee of the Company, disagrees on this point. A separate report will be filed by Mr. Bherer.

All of which is respectfully submitted.

Montreal, 16th August, 1954.

*(Sgd.)* Edouard Tellier,
*Chairman.*

*(Sgd.)* James H. Stitt,
*Member.*

## MINORITY REPORT

To the Hon. Minister of Labour of Canada

Pursuant to the provisions of the Industrial Relations and Disputes Investigation Act, and acting upon the recommendation of the employer, you have appointed me, on July 19, 1954, a member of the Board of Conciliation and Investigation in the above captioned dispute. I now beg leave to respectfully submit my report.

The Board, composed of the Hon. Mr. Justice Edouard Tellier, of Montreal, as Chairman, James H. Stitt, Esq., Barrister and Solicitor, of Ottawa, the union's nominee, and J. C. Bherer, Esq., Barrister and Solicitor, of Montreal, the employer's nominee, sat in Chambers with the Chairman and held a public hearing in Ottawa. At the public hearing, the parties herein were present and each submitted a brief to support its contentions.

The function of the Board is described in Section 32(1) of the Industrial Relations and Disputes Investigation Act, as follows:

> "32(1) A Conciliation Board shall, immediately after appointment of the Chairman thereof, endeavour to bring about agreement between the parties in relation to the matters referred to it."

At the first meeting of the Board in Chambers, the members took cognizance of a memorandum of the eighteen demands made by the union, under date February 26, 1954, as also of the report of the Conciliation Officer appointed by the Minister of Labour of Canada, on May 11, 1954, to bring about a settlement of the above dispute, said report dated June 2, 1954. Since no specific "matters" were referred to the Board, it then rested with the Board and the parties to establish the dispute before the Board.

**The Dispute**

At the public hearing of the Board, on August 5, 1954, the parties fully agreed that the dispute before the Board was reduced to the four following cost items:

1. Raise of 30 cents per hour for all employees.
3. Time and one-half for all statutory holidays that is as follows: Good Friday, Empire Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, New Year's Day. Maintenance men to work every second holiday.
16. Two weeks holidays paid after one year.
18. This contract is for one year, ending April 30, 1955.

I believe it is only proper, at this stage, to express how greatly impressed I was, and still am, by the co-operative attitude of the parties before the Board, the frank expression of their contentions and the wonderful help they have given the members of the Board in their conciliation and investigation of this dispute. I also wish to say how much respect I have for the Chairman of this Board in his conduct of said conciliation and investigation and for my fellow-member in his study of the dispute.

**The Law**

The parties have referred this Board, either separately or in common, to the following pertinent legislation:

1. The Quebec Companies Act (R.S.Q. 1941, c. 276, as amended).
2. An Act respecting the Highway Transportation (S.Q. 13 Geo. VI, c. 21, as amended).
3. The Industrial Relations and Disputes Investigation Act (S.C. 1948, c. 54, as amended).

**The Facts and Contentions**

*Submitted by the Employer*

The employer has submitted to the Board the following facts and contentions:

1. It is a company, incorporated under the Quebec Companies Act, in 1931, has always had its chief place of business in Hull, Province of Quebec, has always operated under the sole jurisdiction and permit of the Transportation Board of the Province of Quebec a regular bus service in the Province of Quebec from 16 terminals located in the Province of Quebec and from 1 terminal in Ottawa. The routes, with intermediate services, over which it operates extend from the Hull-Ottawa area into the Province of Quebec, westerly a distance of ten miles to Aylmer, Quebec, northwesterly a distance of forty miles to Duclos, in the Province of Quebec, northerly a distance of twenty-five miles to MacGregor Lake in the Province of Quebec and easterly a distance of twenty-five miles to Buckingham, in the Province of Quebec. Its route mileage is 75 miles and it uses 42 buses for its operation. It holds a public vehicle operating licence, issued by the Minister of Highways of Ontario for its routes into Ottawa, which licence prohibits the employer from "any local business between Hull and Ottawa." Therefore, its bus service cannot be classified as urban but strictly as suburban. It operates about 1,050,000 miles per annum, carrying approximately 2,500,000 commuters. Over 92 per cent of its route mileage is operated in the Province of Quebec and well over 90 per cent of its traffic is represented by residents of the Province of Quebec, mostly commuters, and its schedules of operation, approved by the Transportation Board of the Province of Quebec, are drawn up for the sole convenience of the residents of the Province of Quebec; 90 per cent of its employees live in the Province of Quebec. The employer has also five ticket agencies in the Province of Quebec and one in Ottawa; all of its eight storage garages are located in the Province of Quebec; its 40-bus maintenance garage and administrative office are located in Hull, Quebec.

2. The Transportation Board of the Province of Quebec controls the whole of the operations of the employer with respect to all its tariffs, routes, schedules, etc., by virtue of Section 14 of an Act respecting the Regulation of Highway Transportation, referred to above, and reading as follows:

> 14. The Board shall have a general power of supervision and control of transportation services.

3. The employer and the union signed, on the 28th day of April, 1953, a collective labour agreement, to be in effect from the first day of May, 1953, to the 30th day of April, 1954. It has continued itself automatically on May 1, 1954, since no notice of cancellation was given by either party under clause 14 of said collective agreement. Clause 13 of said collective agreement reads as follows:

> 13. *Effective Date of Scale of Wages*— The scale of wages provided in this agreement shall take effect from November 1, 1952 for all employees employed on April 14, 1953.

4. The employer, faced with its present financial position, pleaded inability to pay any additional cost resulting from the money demands of the union. To support its position, the employer submitted a Statement of Profit and Loss for the year 1953, under the signature of its auditors, P. S. Ross & Sons, which shows that the net profit representing return on investment for that year amounted to $7,186.95, or less than 2 per cent of the actual cash investment of $400,000 in the employer's business. It further represented that to obtain a normal return of 6 per cent on its investment, including taxes, the employer would require additional earnings of $40,000. This statement shows that the non-operating revenue, which is derived principally from the sales of cigarettes, rentals and other non-bus operating items, amounted to $10,895.28, which figure exceeds the net profit earned from all the operations of the employer. The rate of depreciation to provide for the replacement of equipment as it wears out is less than that allowed by the Transportation Board of the Province of Quebec or the Federal Income Tax Department. It pays taxes at the rate of 47 per cent. Public utilities like the Ottawa Transportation Commission do not pay taxes.

5. Wages for the year 1953 totalled $211,178, which approximated 40 per cent of the operating revenue. The cost of a one cent per hour increase in wages amounts to approximately $2,000 per annum.

6. The only way for the employer to increase its revenue is by an increase of fares, granted by the Transportation Board of the Province of Quebec. The last fare revision of the employer's fare structure, granted by said Board, effective May 10, 1953, is the standard rate adopted by said Board for suburban operations of $0.03 per mile on paved roads and $0.035 per mile on unpaved roads. The employer pleaded, in this respect, that "a fare increase or particularly a continuing series of fare increases only results in a decrease of traffic. This situation is more acute in the case of this employer where Quebec commuters, when faced with too high a fare, pool their private transportation and do not use the facilities of the employer."

In November 1951, the employer obtained its first recent authority from the Transportation Board of the Province of Quebec to increase its fares; in the succeeding year, passenger traffic of the employer's routes dropped 7½ per cent, although, according to the Dominion Bureau of Statistics, carriers in the Province of Quebec showed an increase in traffic of 7½ per cent.

On March 24, 1953, a Board of Conciliation and Investigation, headed by the same Chairman as this Board, in a majority award (the employer's nominee disagreeing) recommended a $0.10 per hour increase in wages. The result of said award was a 5½-day strike. The employer pleads that it "was forced to again apply to the Transportation Board of the Province of Quebec for its second fare increase in two years." Said Board approved a fare increase, effective May 10, 1953. A comparison of the first quarters of 1953 and 1954, shows a drop of 15 per cent in passenger traffic of the employer, although, according to the Dominion Bureau of Statistics, corresponding figures for the Quebec traffic for the same period show a drop of only 2·3 per cent.

Extending this comparison over the two fare increases and comparing the first four months of 1951 with the same period in 1954, the employer's traffic dropped 23 per cent, as against corresponding Dominion Bureau of Statistics figures for the Province of Quebec indicating an increase of 20½ per cent. A difference is noted of 43½ per cent.

The drop in passenger traffic practically off-set the fare increase in so far as revenues were concerned and the only saving the employer could make was by curtailing its operations. In the face of said $0.10 increase, effective November 1, 1952, total wages for the six months of 1954 totalled $4,000 less than in 1953. Ultimately, such fare increases, due to increased wages, work to the detriment of the employees, the employer and the Quebec public at large.

Town councils of municipalities, served by the employer, in the Province of Quebec, have reacted very strongly and unfavourably to the last fare increase, as it appears from newspapers' reports, cited by the employer in its brief. There are no comment on same from town councils of municipalities of Ontario, a direct proof that they are not interested in the operations of the employer.

7. The employer pleaded further that "the general economic situation in Canada over the past year does not warrant an increase of wages at this time".

The cost of living index in November 1952, when the last wage increase of $0.10 came into effect on November 1, 1952, stood at 116.1, which is identical to the most recent figure released by the Dominion Bureau of Statistics for the month of June 1954, namely 116.1, as pleaded by the employer in its brief dated July 28, 1954. At the public hearing, the employer stated that the Dominion Bureau of Statistics had released the latest figure on the date of the public hearing, namely, August 5, 1954, for the month of July 1954 at 116.2. The wage increases, granted by the employer, have been far in excess of what was required to maintain a parity between the increase in the cost of living index and in wages. At the end of the war, in August 1945, the cost of living index, issued by the Dominion Bureau of Statistics, stood at 120·5 as against 185 in October 1953, an increase of approximately 53 per cent; in August 1945, the base wage rate of the employer was $0.60 per hour and at November 1, 1952, it was $1.10 an hour, representing an increase of 80 per cent. From November 1941 to November 1952, said cost of living index has increased 60 per cent while the employer's wage rate has increased 162 per cent. Such wage increases do not comprise fringe benefit items, representing a cost to the employer of $0.15 per hour in addition to the base wage rate.

8. A suburban bus operation differs materially from an urban bus operation. They are two different types of operation. The employer, on page 23-A of its brief, has substantiated its contention in this respect by showing the comparative wages of urban and suburban bus services in the same area, namely: Quebec, where the urban bus operator, the Quebec Railways Light & Power Co., pays $1.45 an hour,

and four suburban bus services pay $1, 0.95, 0.95 and $1; secondly, Montreal, where the urban operator, the Montreal Transportation Commission, pays $1.41 an hour, and two suburban bus operators pay $0.95 and $1; thirdly, Ottawa, where the Ottawa Transportation Commission, the urban operator, pays $1.45 an hour, and the suburban operation, Capital Coach Lines, pays $1; and fourthly, Hull, where the urban operator, Hull City Transport, pays $1.05 an hour, and the suburban operator, Gatineau Bus Company Limited, the employer, pays $1.10. The situation is reversed in this fourth case as it appears that the suburban operator, the employer, pays a higher hourly wage than the urban operator, Hull City Transport.

9. The employer contends that "the only comparative study in the present case should comprise suburban bus operations of a type similar to the one of the employer, and, since the employer is, strictly speaking, a Quebec suburban bus operator, this comparative study should comprise only suburban bus operators in the Province of Quebec."

The employer, on page 24-A of its brief, submitted a study of "comparative wages, working conditions and fringe benefits under collective agreements", of suburban bus services in the Province of Quebec, and analysed it as follows: "It reveals, without a shadow of a doubt, that in every case, the employer's present wage scale, working conditions and fringe benefits exceed those granted such suburban bus operators."

10. The employer pays, under its existing collective labour agreement with the union, two statutory holidays, namely, Christmas Day and New Year's Day, and, in addition, pays premium pay and overtime pay for 52 Sundays a year, which are all normal days of work in the operations of bus services for the public. No other like operator pays premium pay or overtime for Sunday work and in only one case are statutory holidays given as shown on the schedule referred to above on page 24-A of the employer's brief.

11. With respect to the request No. 16 of the union—two weeks holidays paid after one year—the employer contends "that the employer's holiday arrangements are on an average the same as like operators in the Province of Quebec and better than Hull City Transport and other Quebec Operators in the areas served by the employer".

12. The employer has been unable to accept the Conciliation Officer's suggestion, made to the employer and the union, on May 26, 1954, of an increase of $0.05 per hour across the Board to all employees, as mentioned in said Conciliation Officer's report to the Minister, under date June 2, 1954, as well as the holidays or vacations suggested by said Conciliation Officer.

13. The employer contends that it is a leader in wages, working conditions and fringe benefits in the suburban bus service in the Province of Quebec. The employer is the only suburban bus service operator paying a higher hourly base wage rate than the urban bus service operator in the same area.

14. L'Autobus Lemelin Ltée, a bus service operator in the Province of Quebec, has recently signed a new collective labour agreement wherein the cost-of-living bonus has been eliminated with wages and other working conditions remaining the same.

15. On the whole, the employer has pleaded inability to pay an additional cost resulting from the money demands of the union.

*Submitted by the Union*

1. After detailing the work done by the employees—bus operators—of the employer, the union concludes—and I quote from its brief—as follows:

> It thus becomes apparent why minimum physical and educational standards are required, which are a heavy strain on the nervous system. In this connection we hasten to point out that all employees, including drivers, work a 54-hour week as compared to 40 hours a week required of employees in many transportation systems.

2. The union demands a wage increase of $0.30 per hour for all employees, retroactive May 1, 1954. It has accepted a wage increase of $0.05 per hour for all employees, as suggested by the Conciliation Officer, on May 26, 1954.

3. On May 26, 1954, the Conciliation Officer suggested to the parties—and I quote from said Conciliation Officer's report, dated June 2, 1954—that:

> Concerning annual leave I suggested that an additional 1, 2, 3 and 4 day be granted from second, third, fourth and fifth year as they already have two weeks after five years service.... As far as the union is concerned my suggestion was readily accepted leaving with the company to express his opinion.

The union now demands two weeks vacation after one year of service.

4. At the top of page 4 of its brief, the union states that:

> The Hull City Transport Limited is our Company's closest transit competitive company.



95746—6

5. The union has reproduced "Table C-3 —Area and Industry Summary of Employment", in the Ottawa-Hull area, taken from the LABOUR GAZETTE of February for the years 1949 to 1954, for the month of November in each of the previous years, reading as follows:

| February | |
|---|---|
| 1949 | $36.01 |
| 1950 | 38.19 |
| 1951 | 40.01 |
| 1952 | 47.02 |
| 1953 | 49.94 |
| 1954 | 52.62 |

The union has not, however, stated what these amounts actually represent, for instance if they apply to hourly or salaried employees, for hours worked in the same industry or in different industries, if they cover holidays with pay, vacations with pay and other such fringe benefits, if they apply to professions, etc.

6. With respect to the "inability to pay" plea of the employer, the union has not in its brief or otherwise refuted it by actual facts or financial statistics or arguments. It has limited itself to say—and I quote from its brief—:

> The *"Ability to Pay"* argument against a request for wage increases in the case of the Gatineau Bus Company Limited employees can be met by a number of propositions. The most general and fundamental proposition is that employees cannot and should not be expected or required to *Subsidize* operation of their employer's enterprise through inadequate wages and working conditions; this applies whether the employer is a private-owned company or a publicly-owned enterprise.

7. On page 5 of its brief, the union contends "that wages of employees generally should advance with the productivity and wealth of the country to the extent that all citizens benefit and not any particular segment. In 1939 the Gross National Product—the total value of goods and services produced in the country—amounted to $5.7 billion. In 1952 the Gross National Product amounted to $23.1 billion, or more than four times the 1939 figure."

8. On page 6 of its brief, the union states as follows—and I quote from its brief—:

> Before concluding this submission, may we make some general observations, the bulk of the personnel of this division are paid on an hourly rate, they are not paid when they are ill and by reason of this fact it is contended that a person working on an hourly basis should receive a higher rate of pay than a person working on an annual basis who is usually paid regardless of illness or limited inability to work, thus in our experience it has been contended by Boards of Arbitration and Conciliation *that it is not completely fair to compare the hourly rate paid to a carpenter or bricklayer working by the hour with the wage rate paid to a fireman or policeman paid on an annual basis.*

The italics are mine.

Regardless of the fact that it has used the above italicized statement as its own, the union has requested the Board to compare the wages paid to the hourly-rated and paid employees of the employer with those paid to the salaried firemen and policemen of towns and municipalities, when it states, on page 3 of its brief—and I quote from same—:

> Wages paid to the members of this Division have not increased in proportion to increases enjoyed by other municipal employees and in particular policemen and firemen.

9. The union has not made any reference to the stability in the cost-of-living index since the last wage increase came into effect on November 1, 1952.

10. The union concluded its brief by saying—and I quote from its brief on page 6—:

> In conclusion, we wish to present to the members of of the Board our objections on the stand taken by the Company, that they are solely a Quebec Company, and therefore, should be governed by Quebec standards in wage rates and working conditions; we contend that the Company is not solely a Quebec enterprise, either in capital or operation, it operates in a federal district governed by federal laws, which comprise the Ottawa-Hull area. Therefore, we contend that this company are in no different operating position than the International Transit Limited, The Gray Coach Lines, Canada Coach Lines Limited, Eastern and Western Canadian Greyhound Lines, Limited, Colonial Coach Lines Limited, etc., whose operations cross provincial and international boundaries, both inter-city and suburban, and therefore must be treated on comparable basis in the Ottawa-Hull area as well as in comparable transit companies across Canada.

11. The union based its money demands upon the employer principally on a comparison of the basic wages paid by the employer and the following bus operators, mainly located and operating in U.S.A. and all the other provinces of Canada, but Quebec:

| Services | Operating in U.S.A. and Other Canadian Provinces or in Other Provinces | Operating in Quebec |
|---|---|---|
| Inter-urban | 12 | none |
| Urban | 19 | 2(M.T.C. & H.C.T.) |
| Urban and Inter-urban | 3 | none |
| Urban and Suburban | 2 | none |
| Suburban | 1 | 2 |

I have picked up the classifications of the different services referred to in its brief by the union, by consulting the well known manual, called *Mass Transportation Directory (1954)*.

On pages 17 to 27 inclusive of its brief, the union refers the Board to wage rates paid the Ottawa Transportation Commission, The Border Transit Limited, Peterborough, Ontario; International Transit Limited, Port Arthur, Ontario; Western Ontario Motorways Limited, Kitchener, Ontario; Fleet Lines Limited, Halifax, Nova Scotia; Saskatchewan Transportation Company, Winnipeg, Manitoba; Eastern Greyhound Lines Limited, Windsor, Ontario; B.C. Motor Transportation Limited, Vancouver, B.C.; SMT (Eastern) Limited, Saint John, New Brunswick; but it does not refer this Board to wage rates paid to similar bus service operators in the Province of Quebec.

12. On pages 12 and 13 of its brief, the union draws the attention of the Board to a "Summary of paid statutory holidays in the transit industry". It is a comparison of said holidays paid by the employer and by 15 bus operators in Ontario, 1 in New Brunswick, 3 in Nova Scotia, 1 in Alberta, 3 in Saskatchewan, 3 in British Columbia, 1 in Newfoundland, and 2 in Quebec; the two shown as Quebec operators pay less than the employer, namely "time and one-half for work on 6 statutory holidays", and nothing on 52 Sundays.

13. On pages 14 and 15 of its brief, the union has, in a "Summary of the annual vacation with pay in the transit industry in Canada", compared the vacation policy of the employer with the ones of 14 bus operators in Ontario, 3 in New Brunswick, 4 in Nova Scotia, 3 in Alberta, 3 in Saskatchewan, 2 in British Columbia, 1 in Newfoundland, and with *None* in the Province of Quebec.

### Preliminary Remarks

The union has not contested the facts submitted by the employer. It has refused to accept the contention of the employer with respect to the employer's inability to pay, but it has not established by actual facts or financial statistics or arguments or otherwise that the employer was able to pay the increases demanded by the union.

The statement of the union, on page 3 of its brief, line 14, where it says that the employees of the employer "work a 54-hour week" is false, as it can easily be checked from the existing collective labour agreement. It is well known to the union, without doubt, that said employees work a 48-hour week.

### Conclusions

The demands made by the union, and referred to the Board, are a change in working conditions now prevailing under the existing collective labour agreement, signed by the employer and the union, on April 28, 1953, which sets a scale of wages for the employees of the employer effective November 1, 1952. This collective labour agreement has continued itself automatically from the 1st day of May, 1954, as no notice of cancellation was given by either party under clause 14 of said collective agreement.

Such change in working conditions can only be spelled in terms of more cost to the employer, as they all come under the classification, well known in the industrial world, of "money items". More wages, more holidays with pay, more vacations with pay and retroactive pay only mean additional financial burden on the employer. And when we are concerned with demands for more holidays with pay, more vacations with pay and retroactive pay, it is strictly a case of additional cost to the employer and less work. I must, therefore, consider firstly if it would be wise, reasonable and fair to add to the present operating cost of the employer; in other words, I must ask myself if, under present circumstances as represented by the facts herein, the employer has the ability to pay such increases out of its current revenue. I am of the opinion that I cannot, at this stage when faced with such demands, concern myself with comparisons between the employer and other bus operators. If I find that, as a fact, the employer is unable to pay said increases, I must, in all fairness,

equity and good conscience, and most specially because of the employees involved, refuse the demands of the union.

The employer contended that the additional cost to the employer for a $0.30 per hour increase in wages would total $60,000 per year. To this must be added the additional cost of the employer for more holidays with pay, more vacations with pay and retroactive pay. This statement of the employer has not been rebuked by the union and I must take it as true to facts.

The employer has submitted a statement of profit and loss for the year 1953, under the signature of its auditors, P. S. Ross & Sons. The latter is a reputable and well known firm of public accountants and I must accept their statement as true to facts. Moreover, said statement has not been contested by the union. It shows that the net profit, representing return on investment for the year 1953 amounted to $7,186.95, or less than 2 per cent of the actual cash investment of $400,000 in the employer's business. It is not in my opinion a fair return on the investment of the employer in said business. Therefore, to add to the cost of the employer's operations, would not only be unfair and unreasonable, but totally unrealistic, and it would imperil the life of this enterprise to the extent that it might eventually be priced out of business to the detriment of firstly the employees, secondly the employer, and lastly the Quebec public at large. In my opinion, since the employer is unable to pay said increase in cost out of its current revenue, it would be a most unwise recommendation on my part that it be granted. For this reason alone, I am satisfied that the present *status quo* should be maintained for another year in order to permit the employer to recover from the bad situation occasioned by two successive increases of wages, of $0.09 and $0.10 by respective awards of Boards of Conciliation and Investigation, dated August 7, 1951 and March 24, 1953, which have resulted in two increases of fares, and in the last case in a 5½-day strike, and by so doing keep the employees of the employer at their work. I feel that the first and primary interest of the employees is not to obtain wage increases, but to be certain to work continuously at their present employ until their health permits them to do so. In this respect, I fully agree with this statement that can be found in the editorial of *The Gazette,* Montreal, on August 16, 1954, as follows:

> If it were just one case—that of Studebaker Corporation of South Bend, Indiana —it would still be interesting enough. But the event takes on its importance because it showed a reasonable and responsible recognition that labour, as much as management, must be part of the competitive system. If its wage or other demands are placing an industry in a position where it can no longer compete, then such demands must end by undermining the industry itself. They become, in effect, demands for unemployment.

Although I am satisfied that, because of the inability to pay the money demands of the union, I could refuse summarily all such demands, I am ready to enter the field of comparisons of the working conditions—and they include hours of work, base wage rates, overtime, premium pay, holidays with pay, vacations with pay, overtime pay for Sunday work, and all fringe benefits commonly known in the industrial world—between this employer and other employers, but with the three following limitations or restrictions:

1. The last collective agreement, freely and voluntarily intervened between the employer and the union, on the 28th of April 1953, was for a term extending to the 30th of April 1954. Its effective date was November 1, 1952.

I am of the opinion, and there are reasons to believe, owing to the absence of allegations to the contrary, that the employer and the union, at the time of their previous negotiations and collective agreement freely and voluntarily agreed to, have taken into account the periodical economic factors of the enterprise and its development, the increases in the cost of living, the increases in productivity, the standard of living of the employees and the exigencies of the public this enterprise serves.

For these reasons, I shall consider the only changes in the cost of living and also in the economy of the enterprise since the effective date of the last collective agreement, namely, since November 1, 1952, to the date upon which this dispute was finally submitted to the Board by the Minister of Labour of Canada, by the appointment of the last member, on July 19, 1954. In so doing, I must remark that I am only following a well established jurisprudence by such eminent jurists, well versed in Labour Laws, as Mr. Justice Rene Lippe and Mr. Justice Philippe Marchand.

2. The employer has stated, as an uncontested fact, that its operation is a suburban bus service, and it is classified as such by the aforementioned manual entitled *Mass Transportation Directory (1954).* I will, therefore, limit my comparison to suburban bus service operators, operating a bus service of a size and type comparable to the suburban one of the employer. I feel

that it would be quite unfair to the employer to compare its operation as a suburban bus service to inter-urban, inter-countries, urban and inter-urban, or urban and suburban bus service operations, where the working conditions are so vastly, in most cases, different from the ones of the employer. I cannot compare the suburban bus service operation of the employer to the long-haul inter-urban bus service operations, any more than I can in the industrial world compare the working conditions of the corner clothes or food store to the large departmental stores known as Eaton's, Simpson's, Loblaws or Steinberg. And if I were to compare the suburban bus service of the employer to inter-countries bus services, like the one doing the service between Detroit and Canada—the Detroit & Canada Tunnel Corporation, an American company with head office in Detroit, U.S.A. —as the union has requested the Board to do, my error would be gerater still.

3. The employer has represented itself, as a fact, as operating a suburban bus service in the Province of Quebec, from 16 terminals, 5 ticket agencies, eight storage garages and its only 40-bus maintenance garage and administrative office located in the Province of Quebec, as against 1 terminal and 1 ticket agency in Ontario. Ninety-two per cent of its route mileage is operated in the Province of Quebec and well over 90 per cent of its traffic is represented by residents of the Province of Quebec, mostly commuters, and its schedules of operation approved by the Transportation Board of the Province of Quebec are drawn up for the sole convenience of the residents of the Province of Quebec. Moreover, the Transportation Board of the Province of Quebec controls the whole of the operations of the employer with respect to all tariffs, routes and schedules, by virtue of Section 14 of an Act respecting the regulation of Highway Transportation, reading as follows:

> 14. The Board shall have a general power of supervision and control of transportation services.

The employer is not permitted, under the permit it holds from the Minister of Highways of Ontario for its routes into Ottawa, to do "any local business between Hull and Ottawa".

Because of these facts, I am of the opinion that the business of the employer into Ottawa is so incidental when compared to the bulk of its operations in the Province of Quebec, that it does not change the true nature of the operations of the employer as a suburban bus service in the Province of Quebec, and I so award. Moreover, the Quebec Transportation Board has full supervision and control over the transportation service furnished by the employer, and this confirms my opinion that the working conditions of similar suburban bus service operators in the Province of Quebec should be the guiding rule, that the Quebec standard should be the guiding rule, in establishing any comparison between the working conditions of the employer and other operators of similar suburban bus services, or in appraising the situation of the employees of the employer. For these reasons, I shall limit my comparison of the working conditions of the employees of the employer to only similar suburban bus service operators in the Province of Quebec. To do otherwise, would create an unreasonable and undue hardship to the employer, whose only source of revenue are the fares—set for it by the Transportation Board of Quebec under a Quebec standard for all Quebec bus service operators and not for Ontario operators—it receives from its commuters. The operators, like the Ottawa Transportation Commission, the TTC, set their own fares, as they wish, or under fare standards of other provincial authorities, different from the Quebec ones. I am of the opinion that a bus service operator pays its employees out of the fares it receives. The higher the fare or the standard under which its fares are fixed by governmental authority, the higher the wages of the employees. Consequently and by inference, the higher the standard of fares of the Quebec Transportation Board, the higher the wages of the employees of the employer. But both the Transportation Board of the Province of Quebec and the bus service operators in the Province of Quebec have to consider the Quebec public of said Province when setting their standard of fares or their fares higher, and this above all, in my opinion, is the guiding factor, the golden rule of both the Transportation Board of the Province of Quebec and the Quebec bus service operators, namely: If you set or impose too high a fare, you will drive the bus service user out of the buses, and since empty buses don't travel on the road with profit, if they do they will drive their owners out of business and the employees out of employment into the hands of the Unemployment Insurance Commission.

With those restrictions or limitations in mind, what has been, according to the only facts submitted to the Board—as they are the only ones I am bound to consider—the change, if any, in the cost of living since November 1, 1952 to July 19, 1954,

the date upon which this dispute was finally submitted to the Board by the appointment of its last Member. On the 1st of November, 1952, the cost-of-living index, according to the Dominion Bureau of Statistics, stood at *116·1*. The latest figure, given by the Dominion Bureau of Statistics, for the month of June 1954, and of which I could take cognizance at the date this dispute was finally submitted to the Board, on July 19, 1954, was *116·1. No Change Whatsoever.*

I have in front of me the unanimous award of a Board of Conciliation and Investigation, established under the same Law as this one, headed by the Hon. Mr. Justice Andre Montpetit, under date August 7, 1951, said Board to conciliate and investigate a dispute between the same parties. Said report reads in part as follows:

> One of the most important factors for the Board to consider is the cost of living for this year which will have to be met by each employee from month to month. The Board could not in considering a fair rate for the year 1951 ignore the increased cost of living in the first six months of this year.

I am willing to follow the learned Judge's opinion on this subject, as long as it works both ways. I guess that the union accepts the fact that it works both ways since it has not made any reference to the cost-of-living index at all in its brief and would not discuss it at the public hearing. The unions in the past—and not so long ago—based their wage increase demands, holiday with pay increases demands, vacation with pay increase demands, overtime and premium pay increase demands and all their fringe items increase demands principally upon the "upward swing in the cost of living". They must take their full responsibility for the stand they then took on said cost of living. Just as well as they claimed over-all increases when the cost-of-living index climbed, they must accept that the employers are entitled to justly claim that the *status quo* must be maintained when the cost-of-living index remains stationary. For this reason alone, I feel justified in awarding that the *status quo* should be maintained and, therefore, that no additional cost should be added to the operations of the employer, rejecting thereby all the demands of the union.

If we consider the economy of the enterprise, for the same period, we find—again from the uncontested facts supplied by the employer—that the financial position of the employer, as reflected by the Profit and Loss Statement of its auditors, is far from being satisfactory: the net profit representing return on investment for the year 1953 amounted to $7,186.95, or less than 2 per cent of the actual cash investment of $400,000 in the employer's business; in 1952 the traffic of the employer dropped 7½ per cent, when carriers in the Province of Quebec showed an increase of 7½ per cent, a difference of 15 per cent; a comparison of the first quarters of 1953 and 1954, demonstrates that the employer experienced a drop in traffic of 15 per cent, when carriers in the Province of Quebec showed a drop of only 2·3 per cent, a difference of nearly 13 per cent; in the face of a $0.10 increase effective November 1, 1952, total wages for the six months of 1954 were $4,000 less than in 1953; after the latter mentioned fare increase, effective May 10, 1953—a direct result of the wage increase granted by the previous Board of Conciliation and Investigation, under date March 24, 1953 (the employer's nominee not agreeing)—the town councils of the Quebec municipalities served by the employer's suburban bus service were up in arms against said fare increase, even menacing to establish their own public bus service and, therefore, drive the employer out of business in its empty buses and the employees out of a job. I am afraid that, under the circumstances, and with all due respect to my learned colleagues, I cannot be part in an award or report which, in my opinion, would eventually deprive the Quebec public of a good, satisfactory and competent suburban bus service operator, would put the able employees of the employer on the Unemployment Insurance payroll, and would also price the employer out of business, and, therefore, I feel fully justified in recommending on this point that the *status quo* should be maintained with respect to all the money demands of the union.

With the above mentioned restrictions or limitations Nos. 2 and 3 well in mind, how do the working conditions of the employer, considered as a whole, compare with those of other suburban bus service operators, operating in the Province of Quebec a suburban bus service of a type and size comparable to the one of the employer?

Let us look first at the figures submitted by the union. It has given the names of only one suburban Quebec operator, namely Chambly Transport Ltée, showing an hourly wage rate of $1 against $1.10 paid by the employer. The other bus service operator the union has mentioned, namely, Fortin Transport Ltée, is classed as an

inter-urban bus service by *Mass Transportation Directory (1954)*, and, in any event, pays its employees at the hourly rate of $1 against $1.10 paid by the employer. With regard to holidays with pay, the union has mentioned the name of only one suburban bus service operator in Quebec, namely, Chambly Transport Ltée, paying for only 6 holidays, as against 2 holidays and 52 Sundays paid by the employer at premium and overtime rate. Coming to vacations with pay, the union has not mentioned one single bus operator in the Province of Quebec. It seems to me that, in the appreciation of the working conditions of the employees of the employer, the union has intentionally drawn an *industrial curtain* over the Province of Quebec. It is, in my opinion, a most unfair, unrealistic and unjust attitude taken by the union—and not by the employees it represents, who are 90 per cent Quebecers, living happily in the Province of Quebec. Quebec and Quebecers, with their own standards of living, of pay and of industrial and professional life, cannot and must not be ignored in such a resolute fashion when appraising the working conditions of a Quebec employer, of Quebec employees in a percentage of 90 per cent of the total number of employees of the employer, in their relation with 92 per cent Quebec commuters of the total traffic of the employer. Those Quebec commuters are the ones who pay the fares that keep this business going and the pay envelopes of the employees of the employer full and they cannot be ignored so lightly.

On the other hand, the union gives the list of the services mentioned above in paragraphs 10, 11, and 12 of the "facts submitted by the union". By so doing, the union, in my opinion, endeavours to picture the Quebec employee as a starving one, unpaid and unkept properly, when compared to other employees in U.S.A. and other provinces of Canada. This, in all fairness and with all due respect to the Quebec wage-earners, is an absolute false picture of the Quebec wage-earners, of the situation in general and very untrue to facts.

In any event, I have given my reasons why I cannot entertain such comparison between the working conditions of the employees of the employer and such related bus services, and I need not comment any further. The employer, on the contrary, has brought some light in the working conditions of similar suburban bus services in the Province of Quebec, on page 24-A of its brief, and, by so doing, has revealed that the working conditions of its employees, considered as a whole, exceed those granted the employees of such suburban bus service operators. For these, reasons, I feel fully justified in awarding and recommending that the *status quo* with respect to all the money demands of the union should be maintained for another year, and, therefore, that the money demands *in toto* are rejected.

Although I am of the opinion that the working conditions as a whole of suburban bus services' employees cannot and must not be compared with the ones of urban bus services, I feel that I cannot close this minority report without paying particular attention to what seems to me to be the most important submission of the union in its brief, when it says, at the top of page 4—and I quote from the union's brief —as follows:

> The Hull City Transport Limited is our Company's closest transit competitive company.

The employer has submitted, on pages 23 and 23-A of its brief, as uncontested facts, that the hourly base wage rate paid by Hull City Transport to its operators is "$1.05", against "$1.10" paid by the employer; furthermore the employer stated: "we are advised that the urban operator (Hull City Transport) has practically none of the fringe benefits given by the employer such as two (2) weeks vacation after five (5) years service, statutory holidays, overtime for Sunday work, free uniforms, pension plan, etc., etc." The union has not contested such facts submitted by the employer. I am, therefore, of the opinion that, using the standards submitted by the union of the "closest transit competitive company", the working conditions of the employer, as presently existing, should not be changed, and that, consequently, all the money demands of the union should fail.

In my honest opinion, the intrinsic value of conciliation and investigation procedure, as it is now set up under our Law, could soon totally disappear, if Boards continue to adopt the attitude that merely because a demand is made, whether or not supported by factual evidence, some compromise must be recommended.

It is for all of these reasons, and also for the same reasons which motivated this great statesman, Abraham Lincoln, to print his famous sentence on the world manual

on industrial relations, namely: *"You Cannot Help The Wage Earner By Pulling Down The Wage Payer"*, that I cannot agree with any of the demands of the union, that I recommend the existing *status quo* be maintained until May 1, 1955, and that, therefore, I reject all the demands of the union in dispute between the employer and the union, and so award and recommend in this my minority report.

The whole respectfully submitted.

Montreal, August 16, 1954.

*(Sgd.)* J. C. Bherer,
*Member.*

# Canadian Railway Board of Adjustment No. 1 Releases Decisions in Four Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in four cases heard June 8, 1954.

The disputes concerned: the claim of a telegraph agent-operator for an allowance of free fuel for use in a separate dwelling; a conductor's claim for deadhead allowance; the claim of a spare yardman for time and one-half for second tour duty without eight hours intervening between shifts; and the claims of five firemen for time lost when held out of service and for the removal of demerits.

The Board sustained the contention of the employees in all four cases.

The four disputes are summarized below.

**Case No. 646**—*Dispute between the Quebec Central Railway Company and the Order of Railroad Telegraphers concerning the claim of a telegrapher for an allowance of free fuel for use in a company-supplied dwelling separate from the station.*

On June 8, 1953, a telegrapher was transferred to the position of agent-operator at East Angus, Que., to replace a telegrapher who was retiring. According to the Company's advertisement of the position, issued the previous April, a "separate dwelling (without fuel)" was to be supplied in addition to the monthly salary.

From the time of his appointment, the new agent-operator had not been allowed a free "fuel perquisite". He claimed restoration in full of that portion of his remuneration designated as "Dwelling, Light and Fuel" perquisites in telegrapher's wage agreements along with a refund of all costs incurred by him for the purchase of fuel for use in the dwelling from the time he first occupied it, because, as the Brotherhood established, free dwelling, light and fuel perquisites had in fact constituted an integral part of the agent's remuneration since the station was built in 1912.

The Brotherhood contended that the current schedule agreement it had with the Company contained the statement that suitable fuel would be supplied to station dwellings. Furthermore, there was nothing in the agreement indicating that the dwelling at any station must form a part of the main building, and the introduction of the phrase "without fuel" in the job notice altered a condition of employment that had existed without challenge for several decades.

The Company argued that when it discovered it had been supplying free fuel to the separate dwelling at East Angus over a period of many years, action was taken to withdraw the fuel supply in view of the fact that the Company had been assuming an expense when it was not the intention that it should do so. The matter was properly covered by the bulletin to all agents and operators advertising the position.

The Company contended that there was nothing in the agreement which required it to furnish free fuel to a dwelling occupied by a telegrapher which was separate from the station building. Furthermore, the Brotherhood had concurred in the Company's action of withdrawing free fuel supply at other dwellings which were separate from other station buildings.

In these other cases, the Company had made a compensatory adjustment in the telegrapher's wage rate, but only as a measure of good faith and had not been legally required to do so. However, the Company's offer to do the same in the case of the East Angus station had been declined by the Brotherhood.

After considering further oral and written evidence, the Board ruled that the telegrapher's claim be sustained.

**Case No. 647**—*Dispute between Canadian National Railways (Central Region) and the Brotherhood of Railway Trainmen concerning a conductor's claim for deadhead allowance.*

After granting 12 days' paid vacation effective December 20, 1951, to the regular conductor on the one-day Kincardine-Palmerston-Kincardine run, the Railway posted 48 hours' notice of the coming vacancy. As no applications were received from men working as conductors, the Railway assigned a brakeman who was also the senior qualified conductor not working as such at the terminal or station subsidiary thereto, in accordance with Article 82 of the current Schedule for Conductors, Baggagemen, Brakemen and Yardmen. Kincardine is a subsidiary station to Palmerston.

The brakeman submitted a claim for a minimum day for deadheading from Palmerston to Kincardine on December 19, 1951, to fill the temporary vacancy to which he was so assigned; the claim was declined by the Railway.

The Brotherhood contended that since no application had been received, and since it has been necessary to assign the senior qualified conductor not working as such at the terminal and stations subsidiary thereto, it must be considered that the brakeman was ordered by the Railway to deadhead from Palmerston to Kincardine in order to take up his assignment.

Therefore, the Brotherhood contended, his claim for deadhead allowance was in order as provided for by Article 21 of the Schedule, which reads in part:

> Deadheading in connection with relief work which men have bid in or claimed on seniority basis shall not be paid for but when not so bid in or claimed, and the men are ordered by the Railway to deadhead, any such deadheading shall be paid for.

The Railway argued that the language of Article 82 of the Schedule explicitly obliged the Railway, when no applications are received, to assign the senior qualified conductor not working as such at the terminal or station subsidiary thereto, and required the conductor so assigned to accept the assignment. The brakeman in question had so accepted, and the point at issue was whether or not the employee had been ordered by the Railway to deadhead to Kincardine.

The Railway also quoted an Article which states:

> Trainmen when deadheading to exercise seniority rights or returning after having done so . . . will not be entitled to compensation therefor.

It contended that the brakeman was required, in order to protect his seniority rights, to accept the assignment, and it was his obligation therefore to report for duty at Kincardine.

The Railway contended that Article 82 provides in effect that applications from men other than those working as conductors cannot be considered, and thus leaves the Railway with no alternative but to assign the senior qualified conductor not working as such in the terminal or station subsidiary thereto, even though it might well be that a junior qualified conductor working as a brakeman out of the subsidiary station would apply for the vacancy if permitted to do so.

It has always been the practice, argued the Railway, to consider deadheading in cases of this nature as incidental to the protection of seniority rights and no compensation therefore is paid. Any other interpretation would penalize the Railway for complying with schedule rules.

The Board ruled that the employees' contention be sustained and stated that the practice respecting advertising of temporary vacancies under the provisions of Article 82 should be clarified to permit applications by all qualified conductors in that territory being honoured.

**Case No. 648**—*Dispute between the Canadian Pacific Railway (Eastern Region) and the Brotherhood of Railroad Trainmen concerning the claim of a spare yardman for time and one-half for second tour of duty without eight hours intervening between shifts.*

A yardman working from the spare list at Mile End, Montreal, was called to work from 11:00 p.m., January 10, to 7:00 a.m., January 11, 1953, as yard helper and, because of a shortage of men, was requested to double through as yard foreman from 7:00 a.m. to 3:00 p.m., January 11. He agreed to work the second shift and did so. He claimed time and one-half for second tour of duty as yard foreman. The Railway denied the claim.

The Brotherhood quoted two Rules of Yard Service Overtime and contended that under these rules the employee was entitled to time and one-half for the second tour of duty when less than eight hours intervened between shifts.

The Railway argued that the employee was not notified of the vacancy on the second shift prior to completion of his first tour of duty ending at 7:00 a.m. He agreed to and did work as yard foreman on this second shift. He had the privilege of booking rest upon completion of his first tour but did not do so.

The Railway contended that the employee exercised his seniority when he worked as yard foreman on the second shift and was therefore entitled only to the *pro rata* rate.

After considering further oral and written evidence, the Board sustained the employee's contention.

**Case No. 649**—*Dispute between the Canadian Pacific Railway (Pacific Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the claims of five firemen for payment for time lost when held out of service during a ten-day period, and for removal of demerits.*

Five firemen were held out of service and assessed demerits because they booked rest on arrival at Ruby Creek, B.C., during September 1953.

The Brotherhood contended the firemen had the right to do so, quoting as evidence Article 16 of the Agreement, which reads in part:

> Enginemen will not be required to leave terminals until they have had at least eight hours' rest, if requested, but such rest must be booked on arrival.

The Railway contended that the firemen were in through freight turn service between Brookmere and Ruby Creek and booked rest at Ruby Creek, which caused an unnecessary delay to traffic and motive power on the subdivision, which is 63 miles in length and operated with diesel motive power.

According to the agreement and long practice, stated the Railway, a fireman can be used out of Ruby Creek within eight hours without incurring payment for a new day, because he is on continuous time. The Railway, however, under circumstances warranting it, and when steam power was used, did tie up firemen at Ruby Creek and start a new day for the return trip without regard to the provisions of the Schedule. With the advent of diesel power, which has reduced materially the physical effort required of a fireman, the Schedule was reverted to, which resulted in these firemen booking rest and attempting to secure two days pay for this turnaround service.

The Railway contended that under the conditions of this run, which is less than 100 miles, it is reasonable that firemen should, on most occasions, operate on a turnaround basis and others on a single run basis if traffic warranted. Furthermore, the firemen in question knew by long practice and were advised in many instances from time to time that they were in turnaround service.

The Board held that the Railway has the right to use firemen assigned between Brookmere and Ruby Creek either in straightaway or turnaround service. However, it said, they must be notified when called at Brookmere of the type of service for which they are being requested. Owing to Ruby Creek being a terminal for crews working out of Brookmere, enginemen assigned to Brookmere are afforded the right under a rule of the Schedule to book rest at Ruby Creek if required. However, that right should not be abused as the evidence in this dispute, it said, indicated.

The Board sustained the contention of the employees due to the circumstances of the case and recommended that the parties to the dispute confer together with a view of arriving at an understanding with respect to turnaround service on short subdivisions, which understanding would also cover the booking of rest.

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## Government Workers' Accidents Cost $1½ Million in Year

A total of $1,485,577 was paid out under the Government Employees Compensation Act in the year ending March 31, 1954, for occupational accidents and diseases.

Of this total, $1,058,603 covered claims received within the fiscal year. The remainder provided monthly pensions for permanent total and partial disabilities, and for widows and children who are dependents of persons who lost their lives while working for the Government. There are 1,273 being regularly provided for in this way.

A report of the Government Employees Compensation Branch, Department of Labour, records a total of 14,526 paid claims. Of these, 4,367 involved persons who had been struck by objects of one kind or another, usually by falling or flying objects or objects being handled by other persons. A total of 3,636 employees had been injured by falls or slips, and 2,479 had been injured by striking against or stepping on objects. This category included such accidents as walking into machinery, furniture or doors. Accidents labelled "over-exertion" in the report accounted for 1,363 claims. Most of these were the result of employees trying to lift excessive weights or handling weights in an improper manner. Most of these resulted in injuries to the back.

# Collective Bargaining in Retail Trade

**Fewer than 7 per cent of all workers in retail trade are covered by collective agreements. Unionization most extensive in food retailing**

Only a small proportion of employees in retail trade have their working conditions regulated by a collective agreement. Based on agreements forwarded to the Economics and Research Branch, a little more than 26,000 retail trade employees are covered by fewer than 300 current collective agreements. This represents fewer than seven per cent of all persons working in the retail trade industry. This percentage is small in comparison with that of almost 40 per cent for workers in non-agricultural occupations generally who are covered by collective agreements.

## Industrial Analysis

Unionization in the various segments of retail trade has been uneven but has been more extensive among employees of retail food establishments than among others. Of a total of 285 agreements and 26,000 workers covered for all retail trade, 164 agreements covering over 15,000 workers apply to firms in the food retailing field (Table 1). Dairies and chain stores make up the bulk of this group.

Among the other branches of retail trade, the types of firms most frequently organized are those selling building materials and those selling fuels. Only a relatively small number of agreements exist for department stores and stores selling such items as variety goods, general household goods, apparel, footwear, automotive products, and hardware.

Also included among the collective agreements in force in the retail trade industry are a small number covering garages and firms engaged in the repair and maintenance of household equipment. Repair and maintenance may be a department of a concern that sells the product.

Six agreements applying to department stores account for 3,000 of the 11,000 workers covered by agreements and employed in retailing other than food retailing.

**TABLE 1.—UNIONS AND COLLECTIVE AGREEMENTS IN RETAIL TRADE, BY INDUSTRY GROUP**

| Union | All Retail Trade | | Food | | Other Retail Trade | |
|---|---|---|---|---|---|---|
| | Agreements | Workers | Agreements | Workers | Agreements | Workers |
| All Unions | 285 | 26,358 | 164 | 15,291 | 121 | 11,067 |
| Unions Affiliated with the Trades and Labour Congress of Canada | 152 | 10,666 | 83 | 7,651 | 69 | 3,015 |
| Intl. Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-TLC | 69 | 6,393 | 48 | 5,442 | 21 | 951 |
| Retail Clerks International Association, AFL-TLC | 54 | 2,959 | 25 | 1,808 | 29 | 1,151 |
| Other AFL-TLC Unions | 26 | 919 | 10 | 401 | 16 | 518 |
| Directly Chartered TLC Unions | 3 | 395 | ..... | ..... | 3 | 395 |
| Unions Affiliated with the Canadian Congress of Labour | 85 | 6,979 | 56 | 4,356 | 29 | 2,623 |
| Retail, Wholesale and Department Store Union, CIO-CCL | 46 | 3,923 | 40 | 3,511 | 6 | 412 |
| Other CIO-CCL Unions | 15 | 2,086 | 4 | 202 | 11 | 1,884 |
| Directly Chartered CCL Unions | 18 | 926 | 10 | 631 | 8 | 295 |
| National Union of Operating Engineers, CCL | 6 | 44 | 2 | 12 | 4 | 32 |
| Unions Affiliated with the Canadian and Catholic Confederation of Labour | 9 | *4,735 | 2 | 123 | 7 | *4,612 |
| International Union of Operating Engineers, AFL | 21 | 246 | 13 | 120 | 8 | 126 |
| Other Organizations | 18 | 3,732 | 10 | 3,041 | 8 | 691 |

* Included are close to 3,000 workers to whom collectively bargained conditions of employment have been extended under the Quebec Collective Agreement Act.

## Regional Analysis

Although only a small proportion of employees in retail trade are organized, unionism extends to all the major areas of the country (Table 2). The largest number of agreements applies to firms in Ontario. While almost as many collective agreements are in force in each of British Columbia and the Prairie Provinces, the numbers of workers covered are much fewer than in Ontario. The largest number of retail trade workers covered by collective agreements are shown by the table to be in the Province of Quebec. The figure includes, however, almost 3,000 workers to whom collectively bargained conditions of employment have been extended under the Collective Agreement Act of that Province.

An interesting point concerning the regional distribution of retail trade agreements is the concentration in Ontario of agreements in the food retail trade group. The proportions for that province compared to all Canada are as follows:

| Industry Group | Per Cent of Total Agreements | | Per Cent of Total Workers Covered | |
|---|---|---|---|---|
| | Canada | Ontario | Canada | Ontario |
| Food | 58% | 73% | 58% | 69% |
| Other Trade | 42% | 27% | 42% | 31% |

## Unions in Retail Trade

Many unions have organized small numbers of workers in retail trade. There are also a substantial number of employees' associations among workers in the industry. Three unions have, however, organized a proportionately large number of the workers. These are the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC), the Retail Clerks International Association (AFL-TLC) and the Retail, Wholesale and Department Store Union (CIO-CCL).

The Teamsters' union, with 69 agreements and 6,400 workers covered, represents the largest number of workers. This union, which also organizes employees in other industries, has nearly 24,000 members in Canada. In retail trade, a majority of the union's agreements are with dairy firms in Ontario and Western Canada. These agreements generally cover both plant employees and route salesmen. The same union also has a number of agreements in other lines of retail trade, mostly in Ontario and the Western Provinces, and particularly for employees of fuel and ice firms and of concerns selling building materials.

Another AFL-TLC union active in the industry is the Retail Clerks International Association. Its 3,000 Canadian members are mostly retail trade employees. Except for five agreements, all the Retail Clerks' agreements are with firms outside the Quebec-Ontario region and two-thirds of the union's 54 collective agreements on file in the Economics and Research Branch are with western concerns. While this union has agreements in nearly all branches of retail trade, a majority cover clerks in chain grocery stores.

The third of the three main unions that organize employees in the retail trade industry is the Retail, Wholesale and Department Store Union (CIO-CCL). In the retail trade industry it represents approximately 4,000 workers covered by 46 collective agreements. The vast majority of these agreements apply to food retailing establishments, particularly dairies and chain grocery stores. Two out of every three agreements signed by the Retail, Wholesale and Department Store Union on behalf of employees in retail trade are with dairy or grocery firms located in Ontario.

Two relatively large groups of employees are represented by other unions. Some 1,700 employees of an Ontario brewery warehousing and distribution firm are represented by the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (CIO-CCL). Various distribution centres throughout the province are included in the bargaining unit. About 1,100 employees of one of Montreal's large department stores are represented by the National Syndicate of Retail Trade Employees (CTCC).

## Size of Bargaining Units

In contrast with bargaining units in the manufacturing industries, which frequently include hundreds or even thousands of workers, units covered by collective agreements in retail trade are small. Approximately 70 per cent of the bargaining units specified in the agreements examined have 50 or fewer employees and only eight cover 500 or more. The distribution by number of employees in the bargaining unit is as follows:

| Size of Bargaining Unit | Agreements | Workers |
|---|---|---|
| 1– 50 employees covered | 192 | 3,833 |
| 51–100 employees covered | 46 | 3,276 |
| 101–500 employees covered | 39 | 8,954 |
| 500 and more employees covered | 8 | 10,295 |
| Total, all units | 285 | 26,358 |

## Employer Bargaining Units

Most collective agreements covering retail trade employees are negotiated with one employer for a single trading establishment, as shown by the following breakdown:

| Units | Agreements | Workers |
|---|---|---|
| Total, all units | 285 | 26,358 |
| One-Employer units | 267 | 20,713 |
| One-Establishment units | 225 | 11,541 |
| More-than-one Establishment units | 42 | 9,172 |
| Multi Employer—multi-establishment units | 18 | 5,645 |

As the figures show, a substantial number of the contracts apply to two or more establishments operated by one employer. The vast majority of these are agreements applying to chain grocery stores. All the retail outlets of a chain grocery company in a particular city are often covered by one agreement.

Eighteen of the agreements are multi-employer in scope. A number of these are between unions and retail merchants' associations in various cities. There are also a number of city-wide agreements covering such concerns as dairies, fuel companies, building supply companies, and the meat sections of numerous retail stores.

## Employee Bargaining Units

The bargaining units for retail trade establishments may be made up of all non-supervisory employees or may include specified categories, depending on the type of business a firm is engaged in. For the most part accounting staffs and similar office employees are excluded from the bargaining units. There are, however, a number of agreements applying to retail stores that cover both office and non-office employees. At a number of other establishments, office workers are organized separately. Small numbers of operating engineers are represented by their own unions.

All workers below the management and supervisory levels are normally included in the bargaining units for chain grocery stores. The same type of bargaining unit is found at the few organized apparel stores.

The bargaining units for dairies usually cover both plant employees and the route salesmen. Supervisory and office personnel are, as a rule, excluded, as are city and country salesmen.

In firms selling building products as well as those selling fuels, the bargaining unit usually includes truck drivers and helpers as well as shop and yard employees but not employees of the office. Thus the actual sales people in the office are, as a rule, excluded.

For agreements applying to automobile dealers, garages, and firms selling electrical appliances the office and sales people are generally excluded from the bargaining unit. Those included are the people employed at repair and maintenance work. It is interesting to note that the unions active in retail establishments of these types may be the same as those which organize the employees at plants manufacturing the product. The United Automobile Workers of America, for example, has agreements with a few automobile dealers and garages.

Among department stores and large general merchandise stores there are only a very few agreements in which all sales and other store personnel below the supervisory level are organized. There are a larger number of agreements applying only to certain categories of employees, such as warehouse and maintenance workers, and that do not cover sales personnel.

## TABLE 2.—UNIONS AND COLLECTIVE AGREEMENTS IN RETAIL TRADE, BY REGION

| Union | Canada | | Maritimes | | Quebec | | Ontario | | Prairies | | British Columbia | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Agreements | Workers | Agreements | Workers | Agreements | Workers | Agreements | Workers | Agreements | Workers | Agreements | Workers |
| All Unions | 285 | 26,358 | 22 | 983 | 40 | 9,407 | 88 | 8,965 | 64 | 4,152 | 71 | 2,851 |
| Unions Affiliated with the Trades and Labour Congress of Canada | 152 | 10,666 | 18 | 872 | 11 | 1,351 | 26 | 3,025 | 43 | 3,187 | 54 | 2,231 |
| Intl. Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-TLC | 69 | 6,393 | 6 | 265 | 3 | 577 | 16 | 2,617 | 26 | 1,919 | 18 | 1,015 |
| Retail Clerks International Association AFL-TLC | 54 | 2,959 | 12 | 607 | 5 | 696 | ..... | ..... | 15 | 911 | 22 | 745 |
| Other AFL-TLC Unions | 26 | 919 | ..... | ..... | 2 | 73 | 10 | 408 | 1 | 7 | 13 | 431 |
| Directly Chartered TLC Unions | 3 | 395 | ..... | ..... | 1 | 5 | ..... | ..... | 1 | 350 | 1 | 40 |
| Unions Affiliated with the Canadian Congress of Labour | 85 | 6,979 | 4 | 111 | 11 | 413 | 44 | 5,544 | 16 | 673 | 10 | 238 |
| Retail Wholesale and Department Store Union—CIO-CCL | 46 | 3,923 | ..... | ..... | 1 | 19 | 31 | 3,350 | 14 | 554 | ..... | ..... |
| Other CIO-CCL Unions | 15 | 2,086 | 2 | 48 | ..... | ..... | 7 | 1,910 | 1 | 77 | 5 | 51 |
| Directly Chartered CCL Unions | 18 | 926 | 2 | 63 | 4 | 350 | 6 | 284 | 1 | 42 | 5 | 187 |
| National Union of Operating Engineers—CCL | 6 | 44 | ..... | ..... | 6 | 44 | ..... | ..... | ..... | ..... | ..... | ..... |
| Unions Affiliated with the Canadian and Catholic Confederation of Labour | 9 | *4,735 | ..... | ..... | 9 | *4,735 | ..... | ..... | ..... | ..... | ..... | ..... |
| International Union of Operating Engineers—AFL | 21 | 246 | ..... | ..... | ..... | ..... | 14 | 185 | 2 | 24 | 5 | 37 |
| Other Organizations | 18 | 3,732 | ..... | ..... | 9 | 2,908 | 4 | 211 | 3 | 268 | 2 | 345 |

* Included are close to 3,000 workers to whom collectively bargained conditions of employment have been extended under the Quebec Collective Agreement Act.

# Collective Agreement Act, Que.; Industrial Standards Acts, N.B., Ont. and Sask.

During July and August a number of wage increases and certain changes in hours, overtime and vacations with pay were made obligatory by Orders in Council under the Collective Agreement Act, Quebec. Cost-of-living escalator clauses were added to the agreements for the construction industry in the districts of Quebec and Rimouski; the shoe and the dress manufacturing industries agreements throughout the province were renewed without change.

In the men's and boys' shirt manufacturing industry throughout the province minimum wage rates were increased by from 1 to 6 cents per hour; in the construction industry at Quebec the section of the agreement governing pipe mechanics and electrical trades was revised by the addition of oil burner services, and minimum wage rates for pipe mechanics and electrical workers are now 5 cents per hour higher in all zones; in the construction industry at Trois Rivières the minimum hourly rate for structural iron erectors and welders was increased from $1.55 to $1.90. In the construction industry in the county of Terrebonne minimum wage rates for certain classifications were increased by from 5 to 30 cents per hour; others remain unchanged.

Under the Industrial Standards Acts, in New Brunswick a new schedule made binding for plumbers and pipefitters in the Moncton zone reduces the weekly hours from 44 to 40 with no change in the minimum hourly rate of $1.50 for work during regular periods. In Ontario, a new schedule was made binding for plasterers at Ottawa increasing the minimum hourly rate from $1.85 to $1.95; another new schedule for the men's and boys' hat and cap industry in the province of Ontario replaces the one which was last gazetted in 1950 and provides a new scale of minimum hourly rates which are 12½ to 17½ cents per hour higher than those formerly in effect. In Saskatchewan, new schedules were made binding for painters and decorators, and for carpenters at Moose Jaw. These new schedules increased the minimum hourly rate for painters from $1.53 to $1.60 and for carpenters from $1.85 to $1.90 per hour.

## CCL and CCCL Charge Quebec's Wage Bill $200 Million below Ontario's

Wage disparities between Ontario and Quebec amount to $200,000,000 per year, it is estimated in a joint study made public by the Canadian Congress of Labour and the Canadian and Catholic Confederation of Labour. Copies of the study, prepared by Gilles Beausoleil, were released last month.

According to the study, Quebec workers receive an hourly wage 15 cents less than their counterparts in Ontario. This means a reduction in annual purchasing power of $300 per worker, or a total of $200,000,000 for the people of the province.

The 50-page printed study contains 34 tables dealing with average earnings and working hours in various industries during an eight-year period following 1946. For manufacturing as a whole, there was a disparity of $1.32 per week between the two provinces in 1946. This has increased to $6.60 last year in favour of Ontario workers.

Quebec workers are also subject to longer hours, according to the study. Last year the difference amounted to 1·8 hours.

The author described the wage disparities for Quebec workers as "so many millions less to build houses, purchase autos, electrical appliances, food and clothes". He said there is no comparable disparity in the price level between the two provinces to compensate for the difference in earnings.

Mr. Beausoleil did not offer a solution to the problem, which he describes as "complex". Nor did he venture far into analysis of the economic factors which might be causing the differential between the two provinces.

"Unions could establish equality of wages with Ontario as a basic principle in negotiations and use means of reaching this objective, such as inter-union collaboration and firmness in bargaining," he said, but added that even then the goal will not be rapidly attained.

# Labour Legislation in Alberta in 1954

**Alberta Labour Act amended; substantial changes made in part dealing with collective bargaining and the settlement of industrial disputes. Wages recovery legislation replaced and social assistance increased**

At the 1954 session of the Alberta Legislature, which opened February 18 and closed April 8, the Alberta Labour Act was amended for the first time since 1950. Substantial changes were made in the part of the Act dealing with collective bargaining and the settlement of industrial disputes.

The new MLA Compensation Act provides for compensation for an accident causing death or permanent total disability to a member of the Legislative Assembly while engaged in his duties.

A new Masters and Servants Act authorizes police magistrates to deal with wage claims up to $500.

An Act was passed to provide funds which may be used for the rehabilitation of unemployed coal miners. The benefits payable under the Disabled Persons' Pensions Act and the Students Assistance Act were extended to new groups and the supplementary allowance payable to recipients of old age security, old age assistance and blind persons' allowances was raised from $10 to $15 a month.

## Alberta Labour Act

In 1953 representatives of trade unions, employers' organizations and the public met with Government officials to discuss proposed changes in the Alberta Labour Act. Amendments enacted this year by the Legislature embody most of the changes recommended by that conference.

The Act, which applies to all employees and employers in the province except domestic servants, farm labourers and their employers, is divided into five parts dealing with hours of work, minimum wages, labour welfare, industrial standards and conciliation and arbitration.

### Labour Relations

Important amendments made in Part V (Conciliation and Arbitration) were described in the July issue (p. 956).

Among the main changes were provisions to take account of the increasingly common practice of negotiating agreements for longer than one year and a new provision for the "suspension" of certification. The Act now makes specific provision for the removal of a union's bargaining rights when the Board is satisfied that it no longer represents a majority of the employees in the unit. While a union's certificate is under suspension, the employer is not required to bargain with the union but any collective agreement in force remains in effect until it expires or is terminated after the certification of a new bargaining agent.

As in other labour relations Acts in Canada, it is now specifically stated in the Alberta Act that the Board may accept as proof of majority support the fact that a majority of the employees are members in good standing in the union according to its constitution and by-laws. In connection with representation elections, the Board may fix a date from which a list of the employees entitled to vote may be determined, and may delete from the list any employees who are absent from work on the day of the vote and who do not cast a vote by reason of illness, authorized leave of absence or annual holiday or weekly day of rest.

As before, the employees involved in a dispute that has been referred to a board of arbitration (conciliation board) are required to vote whether to accept or reject the recommendations of the board in a secret vote supervised by the Board. The question is now decided by a majority vote of the employees voting, instead of by a majority vote of all employees entitled to vote.

One of the penalties for a strike declared illegal by a Judge of the Supreme Court, the provision for cancellation of an existing collective agreement and check-off authorization, was removed from the Act. The provision under which the Judge may

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

impose a fine upon a union whose members have participated in the illegal strike is retained.

### Other Changes

The amendments to the other four parts of the Act were chiefly designed to improve the wording and arrangement of the provisions; few changes in content were made. Some changes were made in the section at the beginning of the Act requiring employers to keep certain records and to furnish them on request to the Board of Industrial Relations. As before, an employer must record the hours worked each day, wages paid, and the name, age and address of each employee. Previously, the Board might require additional information to be recorded. The Act itself now requires the employer to record also the date an employee's term of employment commenced and its anniversary date, the date and particulars of each change in wage rate, the dates of each annual holiday granted and the period of employment the holiday covered, the amount of holiday pay given, and the amount paid in lieu of holidays upon a termination of employment. Another change in this section is that an employer may be permitted by the Board to keep these records only at his principal place of business rather than at each of his places of business in the province.

A new subsection was added providing a penalty for an employer who fails to keep the required records or who falsifies a record or gives any misleading information respecting hours, wages, or conditions of employment to the Board or to an inspector. An employer found guilty of such an offence is liable to a fine of from $25 to $500 and in default of payment to imprisonment for not less than 30 or more than 120 days.

No substantial changes were made in the provisions dealing with maximum hours of work and minimum wages.

In the labour welfare part, the section prohibiting the employment of children under 15 years of age in factories, shops and offices or in any other place without the consent of the Board was amended to provide that the prohibition does not apply to a child excused from school attendance by the Chief Attendance Officer under the School Act for the purpose of securing vocational training through employment.

A provision in the part dealing with holidays with pay authorizes the Board to make an order requiring employers in a specified industry or industries to give their employees credit for paid holidays in the form of stamps. A small amendment requires that the stamps be affixed in a holiday-with-pay stamp book. A new provision states that where such an order is in effect an employer who accepts a holiday-with-pay stamp book deposited by an employee must keep it safely and return it on demand. If he should lose or misplace an employee's book he must, within one week after the employee demands his book, issue him a new book with the number of stamps which were in the original book plus those earned by the employee after his book was deposited.

A new provision in the industrial standards part stipulates that wage rates, maximum hours of work or conditions governing holidays with pay established in an industrial standards schedule may not be less favourable to employees than the standards fixed in the Act or in any order or regulation made under the Act.

Another amendment makes it clear that an advisory committee that assists in enforcing an industrial standards schedule must be a joint committee composed of an equal number of employers and employees in the industry in addition to the chairman.

## Workmen's Compensation

A new Act, the MLA Compensation Act, provides for the payment of benefits to members of the Legislative Assembly who are permanently and totally disabled as the result of an accident arising out of the performance of their duties as members, and to their dependants in the case of their death as the result of such an accident. The Act was made retroactive to October 1, 1953.

The benefits payable to the members and their dependants are those set out in the Alberta Workmen's Compensation Act. For permanent total disability the compensation is two-thirds of the person's earnings before the accident. The benefits payable in the case of death include a $200 allowance for funeral expenses, a lump sum of $100 and $50 a month to the widow or invalid widower, and $25 a month to each child under 16 years of age.

The Workmen's Compensation Board will determine claims under the new Act and make the compensation payments. The Provincial Treasurer will reimburse the Accident Fund for the sums required by the Board in administering the Act and paying compensation under it.

A person is considered to be performing his duty as a member of the Legislative Assembly while travelling to and from the

sessions of the Assembly, while travelling in or outside the province on the business of the Assembly, of one of its Committees or of the Government of Alberta, and, in the case of a member of the Executive Council, while performing any of his duties as a member of the Executive Council. No compensation will be paid to a member or his dependants if pension payments are being made for his previous service on the Executive Council.

## Recovery of Wages

A new Masters and Servants Act, replacing the 1942 Act, authorizes police magistrates to hear complaints of non-payment of wages or of improper dismissal and to order payment of wage claims not exceeding six months' wages or $500. Under the former Act, wage claims were to be made before a justice of the peace. The Act applies to every contract or hire of personal service in the province, and stipulates that contracts of employment for more than one year must be in writing and signed by the parties.

To recover unpaid wages, an employee must make a complaint upon oath before a magistrate within six months after his employment ceased or the last instalment of wages became due. A wage claim is limited to six months' wages or $500, whichever is less. The $500 limit is new. The magistrate may order the payment of wages found to be due and may also discharge the employee from his employment. An order for the payment of wages may be enforced in accordance with the Seizures Act.

If the magistrate finds that an employee has been improperly dismissed, he may, in addition to directing payment of the wages found to be due, order payment of a further amount not exceeding four weeks' wages or $100 or the amount the employee would have earned between the date of dismissal and the date of determination of the complaint, whichever is the least.

The magistrate may deduct from the wages due any counterclaim established by the employer.

The provision in the former Act making certain conduct of the employee, such as drunkenness or absence without leave, a violation of the employment contract and a punishable offence, does not appear in the new Act.

The Act does not prevent an employee or an employer from bringing a civil action for the recovery of wages or damages.

## Closing of Garages

A new section was added to the City Act providing for the regulation of closing hours of garages by municipal by-laws. The provision is similar to that contained in the Act until 1953, when garages were included in the definition of "shops" and the special section relating to garages was removed. The 1953 amendments gave a municipal council general authority to make by-laws dealing with shop closing, except for certain specified classes of shops.

The new provision authorizes a municipal council to make by-laws prescribing closing hours for garages, filling stations, and machine and implement shops. A city may provide that certain garages selected by a system of rotation or otherwise remain open during such hours of closing, and may also permit emergency sales under prescribed conditions or exempt one or more garages from the closing by-law.

## Licensing of Gas Fitters

Another amendment to the City Act authorizes municipal councils to pass by-laws for regulating and licensing gas fitters. A council may establish a board to examine into the qualifications of persons desiring to practise the trade of gas fitting and to grant or refuse applications for certificates of qualification. The fee for an examination may be fixed by by-law.

## Employment of Children

The Alberta School Act requires children to attend school up to 15 years of age and forbids the employment of children under 15 unless they have a valid exemption from attendance. An amendment made this year makes it clear that the employment of children who have been exempted from school attendance is subject to the provisions of the Alberta Labour Act. That Act prohibits the employment of children under 15 in factories, shops and offices and requires the consent of the Board of Industrial Relations for their employment in any other establishment. A change made this year already noted above is that the prohibition does not apply if a child was exempted from school attendance for the purpose of receiving vocational training through employment.

## Social Legislation

### Coal Miners

A new Act was passed to enable the Lieutenant-Governor in Council to authorize the expenditure of a sum not exceeding $100,000 for any purpose that will assist in the rehabilitation of coal miners who

have become unemployed in areas designated by the Lieutenant-Governor in Council.

### Disabled Persons

The Disabled Persons' Pensions Act passed in 1953 was amended to provide for Alberta's participation in the federal-provincial plan for the payment of pensions to the permanently and totally disabled. The Lieutenant-Governor in Council was authorized to enter into an agreement to secure the benefit of the Act passed by the Parliament of Canada and to make expenditures and do any other thing necessary to carry out the joint pensions plan.

Another amendment to the Act changed the definition of "disabled person" to include a person who is unfit for gainful employment because of a mental disability. Previously, only the physically disabled were eligible for a pension.

The Minister of Public Welfare is now authorized to provide for the training of physically and mentally disabled persons under the Public Welfare Act. The Act previously authorized him to provide training only to persons suffering from paralysis caused by poliomyelitis.

### Supplementary Allowances

The Supplementary Allowances Act was amended to increase from $10 to $15 the maximum supplementary allowance which may be paid to needy persons who are receiving old age assistance, old age security or blind persons' allowances. The amendment came into effect June 1.

### Assistance to Students

The Students Assistance Act passed last year provided for the establishment of a fund for loans to university students and authorized the making of grants to teachers in training and to student nurses. Grants were to be made to student nurses only on condition that money was contributed by the federal Government under the Vocational Training Agreement for the assistance of student nurses.

An amendment made this year permits grants to be made to other students if the Government of Canada also contributes to their assistance under the Vocational Training Agreement.

## Housing

Provision was made for a contribution by the provincial Government towards the costs of erecting or purchasing homes for the accommodation of the aged and infirm. The Home for Aged or Infirm Act enacted in 1945 provided for the construction or purchase of such homes by municipalities and authorized the Minister of Public Welfare to contribute half of the amount paid by a municipality for the support of an aged or infirm person in a home.

An amendment now authorizes the Minister, with the approval of the Lieutenant-Governor in Council, to pay to a municipality that erects or purchases a home and equips it with 10 beds or more an amount equal to one-third of the cost of the building or $500 a bed, whichever is less. Regulations may be made respecting the manner in which a home to which the provincial Government has contributed is to be equipped and operated.

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# Labour Legislation in Saskatchewan in 1954

**Most of province's labour laws amended. Overtime pay requirements are modified; new unfair labour practice is added to Trade Union Act**

Most of Saskatchewan's labour laws were amended in some respect at the session of the Legislature that began on February 11 and prorogued April 2.

A new unfair labour practice was added to the Trade Union Act and the Act was also amended with respect to the power of the Labour Relations Board to accept evidence when hearing an application for certification. The Hours of Work Act was amended with regard to payment for overtime in a week in which a statutory holiday occurs and the Factories Act was amended to reduce the amount of overtime that may be worked in special circumstances by women and young persons.

Minor changes were made in the legislation governing apprenticeship, workmen's compensation, equal pay, industrial standards and recovery of unpaid wages. Legislation was enacted to enable the Government to enter into an agreement with the Government of Canada for the payment of allowances to disabled persons.

## Labour Relations

Following a recent decision of the Saskatchewan Court of Appeal (L.G., March, p. 412), a change was made in the Trade Union Act to clarify the power of the Labour Relations Board with respect to accepting evidence in connection with hearing an application for certification. The amendment provides that the Board in dealing with a union's application for certification has absolute discretion to refuse to receive evidence regarding any matter or event happening after the date on which the application was filed with the Board. In the legal decision referred to above *(Riddell & Son Ltd. et al* v. *International Union, UAA & AIW),* the court had held that a regulation of the Board providing that no evidence could be submitted concerning any event occurring after the date of application (Regulation 13) was inconsistent with the provision in the Trade Union Act requiring the Board to determine the representative character of a union seeking certification as bargaining agent for a unit of employees. The amendment therefore incorporates into the Act the substance of Regulation 13.

A further amendment makes it an unfair labour practice to deny or threaten to deny to an employee any pension rights, or other benefit enjoyed by him, because he ceases to work as the result of a lockout or a strike called in accordance with the Act by the trade union representing him, or exercises any right conferred by the Act. The federal Industrial Relations and Disputes Investigation Act and the Labour Relations Acts of Alberta, New Brunswick and Newfoundland contain a similar provision.

The amendments went into effect on May 1.

## Payment for Overtime

Amendments to the Hours of Work Act effective from May 1 deal with the payment of overtime in a week in which a public holiday occurs. Normally, under the Hours of Work Act, time and one-half the regular rate must be paid for all work done in excess of eight hours a day and 44 hours in a week. The amendment provides that in a week in which a public holiday occurs time and one-half must be paid after 36 hours. In calculating the time worked by the employee in any such week, no account is to be taken of any time worked on the holiday. Eight public holidays are specified as paid holidays under the Minimum Wage Orders.

A corresponding change was made in the section governing overtime where an employer has been authorized to require his employees to work longer hours in any week without payment of overtime provided that hours do not average more than 44 a week over a period of time prescribed by the Minister of Labour. In such a case the total number of hours that an employee is required to work over the period of weeks prescribed by the Minister without overtime payment being required will be reduced by eight hours in respect of each week in the period in which a holiday occurs.

A further amendment continues until April 1, 1955, the stipulation against a reduction in wages where weekly hours are reduced to conform with the provision in the Act for a 44-hour work week.

## Limitation on Overtime in Factories

The limits set by the Factories Act for special overtime work by women and by young persons between 16 and 18 years were reduced from 12½ to 10 hours in a day and from 72½ to 60 hours in a week. Such overtime may only be worked, under permit from an inspector, to make up for time lost because of an accident or because of the customs or exigencies of certain trades, and is restricted to 36 days in a year. Under normal circumstances the hours of women and young persons are limited to 48 in a week. By virtue of the Hours of Work Act, a premium rate of at least time and one-half must be paid for hours worked in excess of eight in a day or 44 in a week.

## Workmen's Compensation

Minor amendments were made to the Workmen's Compensation (Accident Fund) Act, which is of general application, and the Workmen's Compensation Act, the individual liability statute applying to a few groups of railway employees.

Locomotive engineers and maintenance of way employees, formerly under the individual liability Act, have been brought under the Workmen's Compensation (Accident Fund) Act. Railway workers engaged in train operation were exempted from the collective liability Act at their own request when the Act was passed in 1929. Provision was made that any class of railway worker excluded from coverage could be brought under if a majority of the members signify by vote that they wish to do so, and several classes have been brought under by this method. Since locomotive engineers and maintenance of

way employees were brought under the Act by Orders in Council in 1953 and 1954 the Act was amended to delete these two groups from the list of classes of workers excluded from coverage.

A further amendment to both Acts changed the definition of "learner". "Learners" were brought under the Acts in 1951 and are at present covered by the Acts of six other provinces. A "learner" is now defined in the Saskatchewan Acts as a person not under contract of service who becomes subject to the hazards of an industry within the scope of the Act (within the scope of Part I of the collective liability Act) for the purpose of undergoing training or probationary work as a preliminary to employment. The words restricting the training or probationary work to that "specified or stipulated by the employer" were struck out. This is similar to the amendment made in the definition in the Manitoba Workmen's Compensation Act last year.

### Apprenticeship

The Apprenticeship and Tradesmen's Qualification Act was amended to permit an apprentice to be indentured to the Director of Apprenticeship as an alternative to being indentured to an employer. Furthermore, the Lieutenant-Governor in Council is authorized to prescribe the maximum number of apprentices who may be employed in a designated trade as an alternative method to setting a quota on the basis of the number of journeymen engaged in the business of an individual employer. The effect of these changes is to make it possible to make use of the training opportunities in small establishments.

### Equal Pay

The Equal Pay Act, which requires employers to pay women at the same rate as men when they are employed to do work of comparable character in the same establishment, was amended to make it apply to the public service.

### Industrial Standards

The Industrial Standards Act was amended to make it clear that the Minister of Labour has the power to rescind an industrial standards schedule and substitute a new schedule for it.

### Recovery of Unpaid Wages

Effective from April 1, a change was made in the Wages Recovery Act which enables an employee to recover unpaid wages from his employer by making a complaint before a justice of the peace or a police magistrate. Under the Act as passed in 1951, the amount of wages which a magistrate could order an employer to pay to a complainant was limited to $200. This amount was increased to $400.

### Pensions for the Disabled

The Disabled Persons' Allowances Act, to come into force on proclamation, was passed to enable the provincial Government to enter into an agreement with the federal Government for the payment of financial assistance to needy persons between 18 and 65 years of age who are totally and permanently disabled. The provincial Act is complementary to the Federal Disabled Persons Act passed at the last session of Parliament (L.G., Sept., p. 1295) to provide for joint federal-provincial agreements under which the federal Government will pay to the provinces one-half of the cost of pensions of not more than $40 a month. The residence requirement is 10 years and the maximum allowable income is the same as under the Old Age Assistance Act.

The provincial Act sets out the details of the administration of the plan in the province. The Social Welfare Board set up under the Department of Social Welfare and Rehabilitation Act is to be the administrative authority and provision is made for appropriating the necessary money to finance the provincial Government's share of the scheme.

The provisions of the legislation prohibiting alienation or transfer of an allowance, stating that receipt of an allowance does not disqualify a person from voting, and providing for the amount payable in the case of the death of the recipient and for recovery by the Board in case of misrepresentation are the same as under the Old Age Assistance Act. The manner and place of making application for an allowance and the circumstances under which an allowance may be terminated or suspended are to be prescribed by regulation.

### Housing

A new section was added to the Housing Act to provide for increased housing accommodation for needy, aged, infirm and blind persons.

The Minister of Social Welfare and Rehabilitation may, with the approval of the Lieutenant-Governor in Council, plan, develop, supervise or operate a home or housing project for the benefit of the needy,

aged, infirm or blind; may enter agreements with the federal Government or a municipality to provide low-rental housing projects for such persons; and may make grants to corporations to assist in such housing developments.

# Legal Decisions Affecting Labour

## N.Y. Supreme Court upholds authority of anti-discrimination commission to require the posting of information about anti-discrimination law

The New York Supreme Court on June 17 dismissed an action brought by an employment agency for a declaration that the regulation of the Commission Against Discrimination requiring the posting of notices was invalid.

Mr. Justice Corcoran gave the judgment of the Court. He stated that the Commission had adopted a regulation which required every employer, employment agency and labour organization subject to the Law Against Discrimination to post notices furnished by the Commission setting out the main provisions of the law, where complaints could be filed, and other pertinent information. The plaintiff, who conducted a licensed employment agency, brought action against the Commission for a judgment declaring the regulation null and void and for an injunction to prevent its enforcement.

Counsel for the Commission brought to the attention of the Court statutory provisions authorizing the State Industrial Commissioner to require employers to post notices under the Labour Law and the Workmen's Compensation Law. Mr. Justice Corcoran stated that these illustrations of statutory authorization had no bearing on the question of whether there was administrative power to require the posting of notices in the absence of specific legislation.

In 1949 the Commission had sponsored legislation to authorize it specifically to require the posting of its notices. The Bills were not reported by the legislative committees to which they were referred. The employment agency argued that the Legislature, by not acting, showed its intention to deny such authority to the Commission. Mr. Justice Corcoran was of the opinion that the rules of statutory construction on implications from legislative inaction must be applied cautiously, particularly where Bills were not reported to the floor or where there was no record indicating the reasons for the disposition of them. Frequently, legislative bodies preferred to leave matters which they deemed administrative to be dealt with by administrative bodies in the exercise of their rule-making power. In this case, such a conclusion was as reasonable as the one drawn by the plaintiff.

Mr. Justice Corcoran then cited a judgment that stated that when Congress had indicated its will in legislation it could give to those who were to administer the law power to "fill up the details" by the establishment of rules. The New York Court of Appeals in another case stated that more and more the laws were becoming general in form, leaving to administrative bodies the establishment of rules and regulations. The line between the exercise of this power to "fill up the details" and the usurpation of legislative power must be determined according to the facts of each case, Mr. Justice Corcoran stated.

He quoted the section of the Executive Law that set up the Commission Against Discrimination. It states: "Discrimination threatens not only the rights and proper privileges of its inhabitants but menaces the institutions and foundation of a free democratic state. A state agency is hereby created with power to eliminate and prevent discrimination in employment ... and the commission established hereunder is hereby given general jurisdiction and power for such purposes."

In Mr. Justice Corcoran's view, the Commission would be unable to carry out the purposes of the new legislation unless it could familiarize the persons whom the law is intended to protect with its provisions. He could think of no more effective method of publicizing the law than posting a notice in employment agencies, where discrimination is apt to begin. In making the regulation requiring the posting of notices, the Commission was implementing the law in accordance with the power given to it.

The judge found no merit in the plaintiff's attacks on the reasonableness of the poster. He considered invalid the plaintiff's distinction between educating the

*(Continued on page 1470)*

# Decision of the Umpire under the Unemployment Insurance Act

## Complete text published because of its great general interest

### Decision CU-C 32, July 14, 1954

Claimants Ola Fillmore and Robert Nixon are employed as moulders in the moulding departments of the Enamel and Heating Products Limited and the Enterprise Foundry Company, Limited, respectively, Sackville, N.B. They filed applications for unemployment insurance benefit in the spring of 1953. At that time, they and the other moulders at the Sackville plants of the said companies were on short-time, working four days a week. As the insurance officer was of the opinion that a five-day week was in effect in the companies' moulding departments, he ruled that the claimants were not entitled to benefit for the sixth day (Saturday) of any week during which they were employed for four days in that Saturday was a recognized holiday in the normal working week (Section 31(1)(c) of the Unemployment Insurance Act).

From the decision of the insurance officer, a joint appeal was made by the claimants and C. D. Hicks, an officer of the International Moulders and Foundry Workers Union of North America, on the grounds that the insurance officer had erred in deciding that the moulders were employed on the basis of a five-day week, whereby six contributions were payable for each working week inasmuch as Clause 18 of Article III of the Conference Agreement dated February 1, 1953, between the said Union and the New Brunswick Stove Founders Association, of which the two companies are members, states that: "The policy of the Member Companies is to work a 44½-hour week except as otherwise mutually agreed upon", and as no such mutual agreement existed, that only one contribution was payable for each day actually worked.

The insurance officer was of the opinion that, regardless of the afore-mentioned clause of the agreement, a five-day week had become the habitual pattern of employment for the majority of the employees in the moulding departments of the companies and, as evidence thereof, he referred to a letter written by the Enamel and Heating Products Limited to the Moncton office of the Unemployment Insurance Commission on October 27, 1949, wherein it stated that all the moulders employed at its Sackville plant were by mutual agreement working on a five-day week basis. While the submissions indicated that the latter-mentioned company has been making six contributions in respect of its moulders when they worked five days in a week, there was no evidence of a similar mutual agreement between the Enterprise Foundry Company Limited and its moulders nor that this company had agreed to make contributions at the full weekly rate when its moulders worked five days in a week.

In order to obtain positive information as to the pattern of the moulders' employment, the Regional Auditor of the Commission made an examination of the payrolls of the moulding departments of the Enterprise Foundry Company for the period 1946 to May 30, 1953, and those of Enamel and Heating Products Limited for the period January 1, 1952, to May 23, 1953, which showed that a very substantial majority of the moulders in both companies worked five days or less a week.

As the question at issue concerned the number of days which constituted a full week's work and the number of contributions required therefor, the joint appeal hereinbefore referred to was treated as an application to the Commission for its decision pursuant to Section 47 of the Act.

The Commission rendered its decision on September 22, 1953, which was to the effect that the said claimants, while working on five days during the calendar week for the Enamel and Heating Products Limited and the Enterprise Foundry Company Limited, Sackville, N.B., their respective employers, worked for a full working week within the meaning of Sections 2(1)(h) and 19(3) of

the Unemployment Insurance Act and that six daily contributions were accordingly payable in respect of each such working week.

From that decision, the claimants appealed to the Umpire on the ground that the Commission's definition of the day-week was entirely in error. Subsequently, appellant R. Nixon and Mr. Hicks of the Union made an oral statement to the manager of the Commission's local office in Moncton, N.B., that if the Umpire decided that five days constituted a full week's work, they would not appeal the insurance officer's ruling regarding non-payment of benefit on Saturday, the sixth day of the week.

**Conclusions**—The appellants' main contention would seem to be that the working week at their places of employment consists of six days inasmuch as eight hours constitute a day's work and the Conference Agreements between the New Brunswick Stove Founders Association and the International Moulders and Foundry Workers Union of North America and Local 140 have always provided for a working week of more than 40 hours—the February 1, 1953, Conference provides for a 44½-hour week and the previous Conference Agreements called for a 48-hour week. They have also argued that, at no time, has there been a written agreement "on the use of the five-day week at either the Enamel and Heating Products Limited or the Enterprise Foundry Company Limited".

It is true that eight hours constitute a day's work at the appellants' places of employment and that the agreements referred to, except the last one solely, call for a working week of more than 40 hours. The last one (1953), however, provides also for a variation, if it is "mutually agreed upon" (Article III, Clause 18).

It is also true that it does not appear that a written agreement ever existed as to a five-day week.

However, the existence or the non-existence of a written agreement is not the sole criterion in determining the issue. The practice and conduct of the parties in the past years must also be examined. The issue, therefore, becomes one of fact.

It can be reasonably inferred from the facts and circumstances of this case that, contrary to the written agreement of the years prior to 1953 and pursuant to the rider inserted in Clause 18 of Article III in 1953, it has been the general practice at the appellants' places of employment to recognize Saturday as a non-working day and that this practice has been acquiesced in by all the workers concerned.

The evidence indicates that as early as October 27, 1949, the Enamel and Heating Products Limited informed the local office of the Unemployment Insurance Commission that all the moulders employed at its Sackville plant were, by a mutual agreement, working on a five-day week basis.

The evidence further indicates that during the period from January 1, 1952 to May 23, 1953, out of the total labour force of the Moulding Department of the Enamel and Heating Products Limited, 62 employees worked a six-day week and 1,138 a five-day week; in regard to the Enterprise Foundry Company Limited, it shows that during the period from January 1946 to May 30, 1953, out of a total of 357 weeks of work, there were only 11 in which six days work was performed.

For these reasons, the decision of the Unemployment Insurance Commission is maintained and the appeal is dismissed.

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## Legal Decisions Affecting Labour

*(Continued from page 1468)*

public as to a law and advertising a law. To educate 13 million people as to the terms of a law of sweeping social significance it was necessary to advertise it. To say that the regulations and poster were unnecessary and therefore unreasonable because the public was presumed to know the law was not a very persuasive argument, the judge stated. The legal presumption of knowledge of the law was not a substitute for educating the public as to social measures intended for the benefit of all the people of the state.

The Court therefore dismissed the employment agency's action for a declaration that the Commission's regulation was invalid. *Ross* v. *Arbury* [1954] 34 LRRM 2388.

# Monthly Report on Operation of the Unemployment Insurance Act

## Initial and renewal claims for unemployment insurance benefit during July, at 106,269, lower by 8,528 than during June, statistics* show

Initial and renewal claims for unemployment insurance benefit during July were lower than the previous month's figure by 8,528.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that a total of 106,269 claims were filed in local offices across Canada, compared with 114,797 in June and 75,869 in July 1953.

Ordinary claimants on the live unemployment register numbered 188,913 (137,503 males and 51,410 females) on July 30, in comparison with 199,531 (147,113 males and 52,418 females) on June 30 and 110,938 (77,607 males and 33,331 females) on July 31, 1953. In addition, there were 31,108 short-time and 8,406 temporary layoff, claimants registered in the live file on July 30.

Adjudicating officers disposed of 105,744 initial and renewal claims during July, entitlement to benefit being granted in 83,867 or 79 per cent of the cases. Failure to fulfil the minimum contribution requirements resulted in non-establishment of a benefit year for 8,696 initial claimants, while disqualifications on initial, renewal and revised claims totalled 20,166. Chief reasons for disqualification were: "not unemployed" 8,018 cases; "voluntarily left employment without just cause" 4,871 cases; and "not capable of and not available for work" 2,155 cases.

New beneficiaries during July numbered 71,203, compared with 81,942 during June and 49,164 in July 1953.

During July, an amount of $12,760,098 was paid in compensation for 4,157,128 days (including 76,310 disability days), in comparison with $15,702,229 and 5,050,883 days (including 81,681 disability days) during June and $7,148,024 and 2,383,416 days during July 1953.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

An estimated 163,425 beneficiaries received $2,798,848 in compensation for 910,564 days (of which 17,713 were disability days) during the week July 24-30, as against an estimated 168,680 beneficiaries who received $2,835,006 in compensation for 922,758 days (including 15,988 disability days) during the week June 26-July 2. During the week July 25-31, 1953, a total of 89,747 beneficiaries received $1,526,163 in respect of 511,447 unemployed days.

The average daily rate of benefit was $3.07 for the weeks of July 24-30 and June 26-July 2, compared with $2.98 for the week July 25-31, 1953.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards have been issued to 4,076,042 employees who have made contributions to the Unemployment Insurance fund since April 1, 1954.

At July 31, employers registered numbered 260,080, an increase of 1,156 during the month.

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### Discrimination in Employment

*(Continued from page 1436)*

as discrimination in employment is concerned, business men should point the way in this as they have in other fields. For business leaders with a large discrimination problem to handle, the responsibility is great indeed—but so is the opportunity.

*See Tables E-1 to E-6 at back of book.

# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during August

### Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 182 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 167 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:—

| Department | No. of Contracts | Aggregate Amount |
|---|---|---|
| Agriculture | 3 | $409,321.38 |
| Defence Construction (1951) Limited | 1 | 37,049.81 |
| Defence Production | 163 | 906,350.00 |
| Post Office | 8 | 75,195.43 |
| R.C.M.P. | 3 | 132,255.60 |

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

## Wage Claims Received and Payments Made during August

During August the sum of $1,731.38 was collected from three employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 46 employees concerned.

## Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Near Arrowwood Alta:* Nodwell Bros Ltd, construction of Wasteway No 2—Bow River project. *Near Enchant Alta:* Harris Construction Co Ltd, construction of reinforced concrete drop structures on main canal of Bow River project. *Near Vauxhall Alta:* Continental Construction Co Ltd, construction of Expanse Coulee Wasteway—Bow River project; Strachan & Brown Construction Co, construction of drainage ditch, Bow River project.

### Central Mortgage and Housing Corporation

*Gander Nfld:* North Shore Construction Co, installation of water & sewer laterals (160 units, 1954 Program); Terminal Construction Co Ltd, landscaping. *Eastern Passage N S:* Terminal Construction Co Ltd, site improvements (landscaping, grading, culvert extension, etc). *Halifax N S:* R P Carey, landscaping. *St Hubert P Q:* Montreal Colorcrete Co Reg'd, prevention of moisture penetration of foundation walls. *Ajax Ont:* Minco Engineering Co, installation of underground steam line main extension. *Amherstburg Ont:* Oldcastle Nurseries, landscaping. *Downsview Ont:* Evans Contracting Co, landscaping. *Fort William Ont:* Barnett-McQueen Co Ltd, construction of housing units. *Galt Ont:* Shalamar Gardens, landscaping. *Geraldton Ont:* A Eliason, *roof repairs. *Ottawa Ont:* J W Havelin, *exterior painting; Dibblee Construction Co Ltd, *paving areas at rear of apartment bldgs; Noel Perrier, *watering lawns & cleaning streets. *Waterloo Ont:* Morog Spray Painting Ltd, painting of 50 units. *Moose Jaw Sask:* Bilodeau & Heath Co Ltd, construction of roadways, driveways & parking areas. *Calgary Alta:* Everall Engineering Ltd, hardsurfacing of roads & driveways.

### Department of Citizenship and Immigration

*Kenora Ont:* P A Chop, alterations to sewage disposal system, residential school. *Sault Ste Marie Ont:* McLarty Bros & Brodie, construction of school. *Sioux Lookout Ont:* S Flostrand, construction of school. *Dauphin Man:* A Freiheit, construction of school. *Portage la Prairie Man:* R E Turner, construction of school. *Selkirk Man:* Gertz Construction Ltd, construction of school. *Broadview Sask:* John V Remai, construction of school. *Near Kamsack Sask:* Gall's Lumber Yard, construction of school. *Near Punichy Sask:* Gall's Lumber Yard, construction of school. *Brocket Alta:* Southern Alberta Construction Co Ltd, construction of school. *Edmonton Alta:* Genereux Bldg Supplies Ltd, construction of school. *Near Duncan B C:* Cowichan Housing Ltd, addition to school. *Near Kamloops B C:* Mackie & Hooper Construction Co Ltd, construction of school. *Williams Lake B C:* T & E Construction, construction of school.

### Defence Construction (1951) Limited

*Goose Bay Labrador:* Armco Drainage & Metal Products of Canada Ltd, *supply of explosive storage bldgs; Terminal Construction Co Ltd, supply & construction of bldgs, etc. *Grand Falls Nfld:* J Goodyear & Sons Ltd, landscaping, drainage & watermain, Armoury. *Shannon Park N S:* Fundy Construction Co Ltd, construction of fire hall. *Lachine P Q:* M H N Gruner & Co Ltd, construction of C E section warehouse. *Quebec P Q:* Beaudet & Fils Engr, roof alterations & wall repairs to Casemate Barracks. *St Hubert P Q:* P Baillargeon Ltee, construction of parking aprons, reconstruction of asphalt parking aprons & drainage; A N Bail Cie Ltee, rehabilitation, alterations & conversion of hangar. *Valcartier P Q:* J R Theberge Ltee, construction of roads, grading, water, sanitary & sewer systems; Tri-Bec Inc, installation of steam distribution & heating system; W Rourke Ltd, construction of chapel; Tri-Bec Inc, modifications & additions to existing heating plant. *Val d'Or P Q:* Northland Construction Co Ltd, construction of electric power house; La Societe

D'Entreprises Generals Ltee, construction of receiver bldg (steelox) & transmitter bldg (steelox). *Cobourg Ont:* H J McFarland Construction Co Ltd, construction of personnel & vehicle gate houses & outside lighting. *Pembroke Ont:* Universal Electric, rewiring & relighting, Armoury. *Rockcliffe Ont:* John Inglis Co Ltd, supply & installation of steam generating unit. *Trenton Ont:* Olmstead & Parker Construction Co Ltd, construction of addition to hangar. *MacDonald Man:* Pearson Construction Co Ltd, construction of garage. *Shilo Man:* Pearson Construction Co Ltd, construction of chapel. *Cold Lake Alta:* Canadian Johns Manville Co Ltd, *supply & delivery of Johns Manville Universal Type "S" movable partitions; W C Wells Construction Co Ltd, paving of roads & parking areas, RCAF Station. *Edmonton Alta:* Mannix-O'Sullivan Pacing Co Ltd, construction of water & sewer mains, roads & grading; Provincial Engineering Ltd, construction of electrical distribution system. *Namao Alta:* Lockerbie & Hole (Western) Ltd, extension of steam distribution system; Canadian Comstock Co Ltd, heating & insulating of explosive storage bldgs & installation of power distribution, street lighting & fire alarm systems; Norman H Woods & Assoc Ltd, construction of chain link fence, fire breaks & seeding graded areas. *Rocky Point B C:* General Construction Co Ltd, construction of jetty, RCN West Coast Magazines. *Royal Roads B C:* Farmer Construction Ltd, construction of cadet block.

**Building & Maintenance**

*Cornwallis N S:* A F Byers Construction Co Ltd, repairs to trusses, gymnasium & swimming pool, HMCS *Cornwallis*. *Halifax N S:* Powers Bros Ltd, supply & installation of air & steam piping to jetties & adjacent bldgs. *Joliette P Q:* Rodnor Electric Inc, rewiring & relighting, Armoury. *Longue Pointe P Q:* Weiss Electrical Contracting Co, rewiring and relighting of bldgs. *Montreal P Q:* Dawcolectric Ltd, rewiring & relighting, Armoury. *St Hubert P Q:* W Collin Engr, exterior painting. *Ville La Salle P Q:* Weiss Electrical Contracting Co, installation of electrical equipment, etc. *Downsview Ont:* Minco Engr Co, addition of heater to central heating plant; Cresswell Pomeroy Ltd, supply & installation of fly screens; G H Godsall Equipment Ltd, modification of fire pumps, etc. *Kingston Ont:* Spiers Bros Ltd, air conditioning, Mechanical Engineering Laboratory, RMC. *London Ont:* Lock & Son Ltd, exterior painting. *Rockcliffe Ont:* Bedard-Girard Ltd, replacement of power poles in former Manning Depot area; Combustion Engineering Corp Ltd, installation of underfeed stoker for boiler. *Gimli Man:* Ideal Decorating Co, exterior finishing of all station bldgs having exterior finish of cedar shingles. *Saskatoon Sask:* Myers Construction Co Ltd, construction of addition to Administration Bldg. *Calgary Alta:* Barr & Anderson (Interior) Ltd, application of bonded roofs. *Edmonton Alta:* Poole Construction Co Ltd, rehabilitation of kitchen area. *Namao Alta:* Geo W Crothers Ltd, modification of fire pumps, etc. *Vulcan Alta:* McCready-Campbell Ltd, application of asbestos shingle siding on hangars. *Comox B C:* J T Devlin & Co Ltd, painting steel tanks; Larsen & Grieve, preparation, supply & delivery of topsoil for improvements of grounds. *Sea Island B C:* M Sleightholme & Co Ltd, interior painting.

## Department of Defence Production

*Camp Shilo Man:* Central Sheet Metal Works, re-roofing of permanent married quarters.

## National Harbours Board

*Halifax Harbour N S:* Fundy Construction Co Ltd, construction of transit shed, Pier 9 extension; Brookfield Construction Co Ltd, construction of office & storage bldgs, sheds 37-39; John Inglis Co Ltd, additions to refrigeration equipment, cold storage warehouse. *Saint John Harbour N B:* J P Porter Co Ltd, maintenance dredging, deep water berths. *Montreal Harbour P Q:* Foundation Co of Canada Ltd, extension of wharf, Section 35; Robinson Oil Burners Ltd, installation of Grain Dryer Unit at Elevator No. 2. *Vancouver Harbour B C:* W A Thom Sheet Metal Works Ltd, renewal of roofing of storage addition, elevator No. 3.

## Department of Public Works

*Bay Roberts Nfld:* Newhook & Morgan Engineering Ltd, shed construction. *Charlottetown P E I:* Bruce Stewart & Co Ltd, *installation of boiler in tug "Canso". *Miminegash P E I:* Wallace, James & William Noye & Allison Raynor, repairs to breakwater. *New London P E I:* Norman N. Maclean, breakwater repairs. *Souris P E I:* Poole & Beer Contracting Co, surfacing & building railway roadbed at railway wharf. *Tignish P E I:* H J Phillips & Son, breakwater repairs & improvements.

*Anderson's Cove N S:* Cameron Contracting Ltd, repairs to harbour works & improvements. *Bear Point N S:* Thimot & Comeau, wharf extension & repairs. *Ecum Secum (Bayport) N S:* Mosher & Rawding Ltd, wharf repairs. *Falls Point, Lower Woods Harbour, Newellton & West Head N S:* J P Porter Co Ltd, *dredging. *Inverness N S:* R K MacDonald Construction Co Ltd, redredging & improvements (groynes). *Ledge Harbour N S:* Vincent M Babine, construction of wharf. *Little Anse N S:* MacDonald & McIsaac, breakwater repairs & improvements. *Little Harbour (L'Ardoise) N S:* Campbell & McIsaac, breakwater repairs. *Maugher's Beach, Halifax N S:* Gerald S Horne, repairs to beach protection. *Mulgrave N S:* F W Digdon & Sons Ltd, *dredging. *Petit de Grat N S:* Colin R MacDonald Ltd, wharf reconstruction. *Shag Harbour N S:* Cameron Contracting Ltd, harbour improvements (extension to wharf & dredging); Atlantic Bridge Co Ltd, breakwater repairs. *Tangier N S:* Mosher & Rawding Ltd, wharf repairs. *Campbellton N B:* J W & J Anderson, ferry wharf extension. *Dalhousie N B:* J W & J Anderson, ferry wharf repairs. *Plaster Rock N B:* Gagnon Bros, construction of public bldg. *Anse-au-Griffon P Q:* Marcel Cauvier & J E Keays, harbour improvements. *Cap aux Meules P Q:* Les Entreprises de l'Est Ltee, wharf improvements (asphalt pavement); Les Entreprises de l'Est Ltee, harbour improvements. *L'Anse a Brillant P Q: James* S Watt, jetty repairs. *Marsoui P Q:* Charles Verreault, wharf reconstruction. *Mechins P Q:* Capt Edgar Jourdain, wharf reconstruction. *Mont-Louis P Q:* Capt Edgar Jourdain, construction of landing. *Notre Dame du Lac P Q:* Rosaire Labrecque, wharf extension. *Petite Riviere St Francois P Q:* Jacques Bouchard, wharf enlargement. *Pointe aux Trembles (Bout de L'Ile) P Q:* Theode Robidoux, *dredging. *Port St. Francois P Q:* Ovila Duval, construction of protection wall. *Riviere-a-Claude P Q:* Charles Verreault, construction of landing approach. *Riviere Blanche P Q:* Onezime Canuel, wharf repairs. *Shigawake P Q:* George K Steele, wharf reconstruction. *Sorel P Q:* Marples, Ridgway Ltd, construction of two steel sheet piling retaining walls. *St Godefroi P Q:* George K Steele, *dredging. *St-Maurice de l'Echourie (Grand Ruisseau) P Q:* Emile Cloutier, wharf extension. *Trois Pistoles P Q:* Albert Coté, wharf improvements. *Burlington Channel Ont:* R A Blyth, repairs to pier. *Fort William Ont:* H J McFarland Construction Co Ltd, harbour improvements (rubble mound breakwater). *Hamilton Ont:* Hamilton Boiler Works, re-tubing of boiler; Ontario Construction Co Ltd, harbour improvements (steel seawall & concrete slab service wharf). *London Ont:* Gaymer & Oultram, interior painting. *Moosonee Ont:* Caswell Construction Co Ltd, wharf construction. *Ottawa Ont:* Safety Equipment Co Ltd, installation of window cleaners' safety equipment, Parliament Bldgs, Centre Block; C Howard Simpkin Ltd, replacement & repairs to electrical distribution system, Parliament Bldgs, Centre Block; Otis Elevator Co Ltd, installation of mercury arc rectifiers for elevators, Hunter Bldg. *Pembroke Ont:* Robertson-Yates Corp Ltd. construction of public bldg. *Port Arthur Ont:* Canadian Dredge & Dock Co Ltd, *dredging; Consolidated Dredging Ltd, *dredging. *Port Stanley Ont:* R A Blyth, harbour improvements (reconstruction of portion of west pier). *Toronto Ont:* Cementation Co (Canada) Ltd, harbour improvements (pier reconstruction). *Shoal Lake Man:* Neale, Stothard & Chapman, installation of water supply, public bldg. *Winnipeg Man:* Randver Siguardson, alterations to commercial bldg. *Fulford Harbour B C:* Pacific Pile Driving Co Ltd, wharf reconstruction. *New Westminster B C:* Eakins Construction Co Ltd, repairs & maintenance of fisheries station. *Odgen Point, Victoria B C:* Victoria Pile Driving Co Ltd, renewal of pilotage floats. *Prince Rupert B C:* Skeena River Piledriving Co, extension to floating breakwater north of dry dock. *Princeton B C:* Bennett & White Construction Co Ltd, construction of public bldg. *Qualicum Beach (French Creek) B C:* Coast Quarries Ltd, improvements (construction of rock mound breakwater). *Rock Bay B C:* Horie-Latimer Construction Co Ltd, float renewal. *Squamish B C:* Pacific Piledriving Co, Ltd, wharf repairs. *Yoho National Park B C:* Dawson, Wade & Co Ltd, construction of subgrade & base course on Trans-Canada Highway mile 4 to mile 10; Dawson, Wade & Co Ltd, construction of subgrade & base course on the Trans-Canada Highway mile 10 to mile 16.

## Department of Transport

*Gander Nfld:* A D Ross & Co Ltd, installation of high intensity lighting on approach No 14. *Little Burin Island Nd:* Cameron Contracting Ltd, construction of combined dwelling, fog alarm & breakwater. *Rouyn P Q:* Accurate Electric, installation of airport lighting facilities. *Stirling Ont:* H J McFarland Construction Co Ltd, construction of VHF omni range building. *Welland Canals Ont:* Warren Bituminous Paving Co Ltd, repairs to canal roadway. *Estevan Sask:* Byers Construction Co Ltd, repairs to roof trusses of hangar No 2.

# Working Conditions in Canada of Plant Employees in Manufacturing

**Less emphasis on wage changes, more pronounced trend towards shorter standard work-week and shorter service requirements for two or three week vacations. 83 per cent of workers in survey now on 5-day week**

During a year when there was less emphasis on wage changes than in recent years (L.G., May, p. 626), there has been a more pronounced trend than usual towards a shorter standard work-week and towards shorter service requirements for annual paid vacations of two or three weeks. A significant change occurred in the number of plant workers subject to a standard 40-hour work-week.

The changes in hours of work and in vacations with pay were the most noteworthy features disclosed in the April 1954 survey of working conditions in Canadian manufacturing.

At April 1954 approximately 53 per cent of the plant workers covered in the survey were on a standard 40-hour week, compared with 43 per cent a year earlier. There was a rise from 79 to 83 per cent in the proportion of plant workers on a five-day week.

Two trends were noted in vacation practices. An increasing proportion of workers can now become eligible for two-week vacations after fewer than five years' service, although five years remains the most common service requirement. There has also been an increase in the number of workers who can receive a three-week vacation after 15 years, where formerly the service requirement was 20 years or more.

This year's survey dealt for the first time with year-end or Christmas bonuses. It was found that 22 per cent of the workers were in plants where such bonuses were customarily extended.

Little change was noted in the other items surveyed this year for which tabulations are available.

The accompanying table gives details on standard weekly hours, vacations with pay, plant shut-down for vacation, paid statutory holidays, rest periods, and bonus plans as of April 1, 1954, with equivalent figures, where available, from the three previous surveys. The practice in these annual surveys conducted by the Economics and Research Branch of the Department of Labour, is to request information on the more basic items, such as standard hours, vacations, statutory holidays, etc., year after year. The collection of information on other items depends on their current significance in collective bargaining and industrial relations generally.

Some notes on further findings of this year's survey follow.

## Procedures Followed in Annual Survey of Working Conditions

The Department's annual survey of working conditions, formerly conducted in October and now in April, covers approximately 6,500 establishments in manufacturing, most of which have 15 or more employees. The number of plant employees in these establishments is as follows:

| | Employees |
|---|---|
| October 1950 ..... | 735,000 |
| October 1951 ..... | 767,000 |
| April 1953 ..... | 802,000 |
| April 1954 ..... | 803,000 |

Although about 90 per cent of the employers to whom questionnaires have been sent have co-operated by submitting returns, the coverage has varied slightly from year to year.

The number of employees covered in the survey is approximately two-thirds of the total employed in manufacturing, distributed over the various branches of the industry.

In previous years breakdowns of the survey results by province and by industry have been published in the LABOUR GAZETTE. In the present article only the Canada totals are shown but tables giving provincial and industrial breakdowns may be obtained on request to the Economics and Research Branch, Department of Labour. Future issues of the LABOUR GAZETTE will contain more detailed analyses of some of the topics covered in the present article.

## SUMMARY OF WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING

| | Percentage of Plant Employees | | | |
|---|---|---|---|---|
| | April 1, 1954 | April 1, 1953 | Oct. 1, 1951 | Oct. 1, 1950 |
| **Standard Weekly Hours—** | | | | |
| 40 and under | 52·8 | 43·3 | 35·8 | 29·4 |
| Over 40 and under 44 | 13·9 | 15·3 | 13·4 | 9·5 |
| 44 | 7·7 | 10·1 | 11·5 | 13·5 |
| 45 | 12·5 | 15·4 | 16·7 | 18·8 |
| Over 45 and under 48 | 1·7 | 2·0 | 2·3 | 3·1 |
| 48 | 7·2 | 9·6 | 14·4 | 19·5 |
| Over 48 | 4·2 | 4·3 | 5·9 | 6·2 |
| Employees on a 5-day week [1] | 82·5 | 78·5 | 69·7 | 64·6 |
| **Vacations with Pay—** | | | | |
| Employees in establishments reporting one week or more with pay | 99·2 | 99·3 | 99·1 | 99·2 |
| One week with pay | 89·3 | 91·1 | 91·8 | 91·1 |
| After: Less than 1 year | 11·7 | 9·8 | 9·5 | 8·6 |
| 1 year | 74·1 | 77·5 | 79·8 | 80·6 |
| Service not specified | 3·5 | 3·8 | 2·5 | 1·9 |
| Employees in establishments reporting two weeks with pay | 92·0 | 92·6 | 89·2 | 84·9 |
| Two weeks with pay— | | | | |
| After: 1 year or less | 15·5 | 14·9 | 14·2 | 12·3 |
| 2 years | 10·3 | 9·6 | 9·3 | 8·3 |
| 3 years | 25·5 | 22·5 | 16·2 | 11·5 |
| 5 years | 35·2 | 40·4 | 46·2 | 48·6 |
| Other | 5·5 | 5·2 | 3·3 | 4·2 |
| Employees in establishments reporting three weeks with pay | 53·6 | 50·8 | 45·5 | 39·3 |
| Three weeks with pay— | | | | |
| After: 15 years | 36·9 | 28·8 | 19·5 | 14·3 |
| 20 years | 6·9 | 10·9 | 12·1 | 8·1 |
| Other | 9·8 | 11·1 | 13·9 | 16·9 |
| Employees in establishments reporting four weeks with pay | 5·0 | 4·0 | 2·3 | 2·3 |
| Four weeks with pay— | | | | |
| After: 25 years | 4·1 | 3·3 | 2·0 | 2·2 |
| Other | ·9 | ·7 | ·3 | ·1 |
| Other vacation periods | ..... | ·9 | 1·1 | ·7 |
| **Shut-down for Vacation—** | | | | |
| Employees in establishments reporting a shut-down period | 58·9 | 61·5 | 56·0 | 58·0 |
| Employees in establishments reporting a shut-down period of two weeks | 46·9 | 47·6 | 41·0 | 39·0 |
| **Paid Statutory Holidays—** | | | | |
| Employees in establishments reporting paid statutory holidays | 93·6 | 94·7 | 89·3 | 87·1 |
| Employees in establishments where the following number of statutory holidays are paid for: | | | | |
| 1 to 5 | 17·2 | 17·0 | 19·4 | 21·1 |
| 6 | 13·1 | 14·5 | 15·5 | 18·9 |
| 7 | 11·3 | 12·6 | 9·9 | 10·7 |
| 8 | 43·4 | 41·4 | 37·8 | 30·6 |
| More than 8 | 8·6 | 9·2 | 6·7 | 5·8 |
| **Rest Periods—** | | | | |
| Employees in establishments reporting rest periods | 61·7 | ..... | ..... | 60·7 |
| Employees in establishments reporting two periods of 10 minutes each | 42·7 | ..... | ..... | 38·9 |
| **Bonus—** | | | | |
| Employees in establishments where year-end or Christmas Bonus is paid | 21·7 | ..... | ..... | ..... |

[1] Includes a small number of employees of plants reporting alternating weeks of 5 and 5½ days.

**Standard Hours Per Week**—Well over half the workers in manufacturing plants covered by the survey were on a schedule of 40 hours or less as of April 1, 1954. Almost all of these were on a 5-day week. In October 1949, only one-quarter of the workers were employed in establishments on a 5-day schedule.

**Vacations With Pay**—Legislation in six of the ten provinces makes at least one week with pay mandatory but the survey shows that vacation practices are, generally speaking, more liberal than the legal requirements. The trend, in the case of two-week vacations, is for this amount of vacation to be granted after fewer years of service than formerly. In 1950 about one-third of the plant employees covered by the survey were in plants where they could become eligible for two-week vacations after three years of service or less. By April 1954, more than half the employees could become eligible after service of three years or less.

The practice of granting three-week vacations also widened in scope, with 54 per cent of the employees being in plants having this policy compared with fewer than 40 per cent in 1950. Concurrently, there was considerable shortening of the length of service required for three-week vacations, with well over one-third of the total number of employees located in plants providing three weeks after 15 years of employment; in 1950 only 14 per cent of the employees were in plants offering three weeks after 15 years.

Four-week vacations, though not prevalent, were available to employees of plants employing 5 per cent of the total survey coverage. Employees whose vacations were taken while plants were shut down for this purpose were in about the same proportion to the total as in 1953; little significant change in this figure has taken place in the last several years.

**Paid Statutory Holidays**—The distribution of plant employees percentagewise according to the number of paid statutory holidays permitted by their employing establishments showed no significant change from 1953.

**Rest Periods**—The 1954 enumeration of plant practice with regard to rest periods was the first since the fall of 1950. The proportions of workers enjoying privileges of this kind were practically unchanged since that time.

**Year-end or Christmas Bonuses**—About 22 per cent of the employees of Canadian manufacturing establishments were in plants which reported the practice of paying a year-end or Christmas bonus to the majority of their employees.

# Prices and the Cost of Living*

## Consumer Price Index, September 1, 1954

After three monthly rises in succession, the consumer price index declined 0·2 per cent, from 117·0 to 116·8, between August 2 and September 1. Foods moved down 0·5 per cent from 114·4 to 113·8 as decreases were reported for a range of items, notably coffee, pork, lamb and practically all fresh fruits and vegetables. Butter, eggs and a number of canned foods were slightly higher.

Advances in rents and homeownership resulted in a rise of 0·2 per cent in the shelter index from 127·0 to 127·2.

Price decreases for men's hats, work socks, overalls and slacks and women's hosiery were principally responsible for a decline of 0·1 per cent in clothing, from 109·6 to 109·5.

Household operation was unchanged at 117·2 as increases for dishes, glassware, wool blankets, coal and shoe repairs offset decreases for several items of furniture, electric stoves and refrigerators, saucepans, paper goods and laundry services.

The index for other commodities and services moved from 117·7 to 117·6 following scattered decreases in automobile operation, which outweighed slight advances in radios and local transportation fares.

The index one year earlier (September 1, 1953) was 116·2. Group indexes on that date were: food 114·0, shelter 124·2, clothing 110·4, household operation 117·4 and other commodities and services 115·9.

## City Consumer Price Indexes, August 2, 1954

Nine of the ten regional consumer price indexes moved higher between July 2 and August 2 while the index for Montreal remained unchanged. Food indexes were

*See Tables F-1 to F-6 at back of book.

substantially higher in all cities except Montreal, mainly reflecting seasonal increases for a number of items, particularly potatoes.

Rent advances ranging from 0·1 to 0·5 per cent were recorded in eight cities, while in two there was no change. Clothing indexes were unchanged in seven cities, lower in two and higher in one, as only scattered changes were reported in this group.

Mixed price movements, principally in electrical appliances and hardware, combined with a few changes in fuel prices resulted in no over-all change in the household operation indexes for four cities while in the remaining six cities, three were higher and three lower. In other commodities and services, principal changes were decreases in gasoline prices in five eastern cities, increases in hospital service rates in St. John's, Montreal and Toronto and higher newspaper rates in Ottawa.

Regional consumer price index point changes between July 2 and August 2 were as follows: St. John's +1·8 to 104·4*; Halifax +1·5 to 115·3; Saint John +1·4 to 117·6; Saskatoon-Regina +1·2 to 115·3; Vancouver +1·1 to 118·1; Winnipeg +0·9 to 116·4; Ottawa +0·6 to 117·0; Edmonton-Calgary +0·6 to 115·4; Toronto +0·2 to 119·0. Montreal remained unchanged at 117·2.

*On base 1951=100.

## Wholesale Prices, August 1954

Canada's general wholesale price index dipped 0·7 per cent to 215·8 from 217·4 between July and August, showing a slightly greater rate of decline than in earlier months of the year. There was a decrease of 1·4 per cent from the beginning of the year and a drop of 2·9 per cent from a year ago.

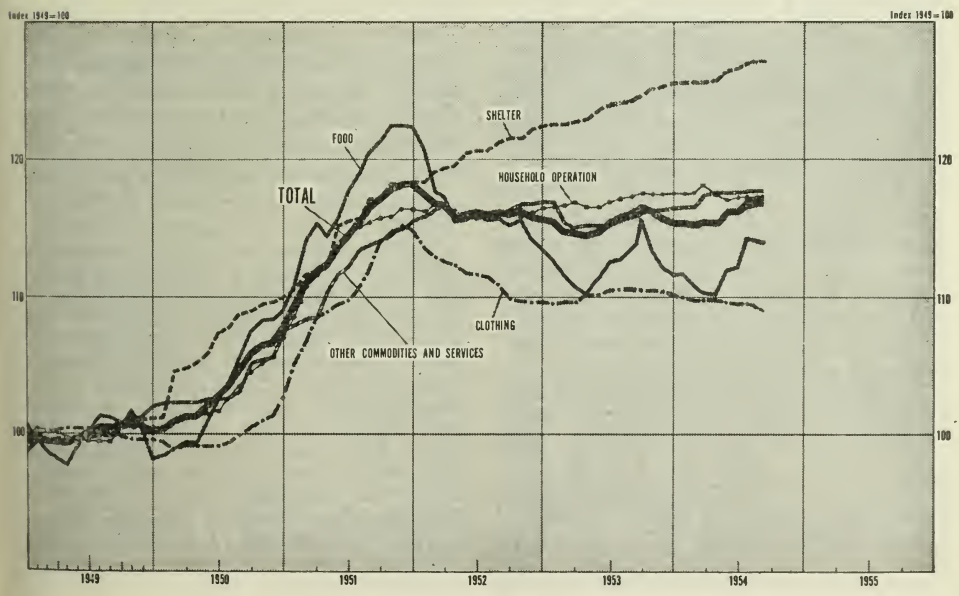
Five of the eight major groups—notably animal products—contributed to the downturn while vegetable products and wood products recorded fractional gains and chemical products showed no change.

The sub-group index for animal products moved down 4·3 per cent to 229·7 from 239·9 in July as lower quotations were registered for livestock (mainly hogs and lambs), fresh meats, cured meats, eggs, fowl, lard and hides. Small advances were recorded in milk products and fishery products.

Reflecting slightly lower prices for copper, gold, tin and silver, which outweighed an increase in lead, the non-ferrous metals group index declined 0·3 per cent to 167·3 from 167·8. Lower prices for gasoline, imported crude oil, crude sulphur and United States anthracite coal were responsible for a decrease of 0·3 per cent in the non-metallic minerals index to 175·8 from 176·4.

Influenced by declines in worsted and wool cloth and raw cotton, the textile products index eased 0·2 per cent to 230·8

## CONSUMER PRICE INDEX FROM JANUARY 1949






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from 231·2. The iron and its products index receded 0·1 per cent to 211·5 from 211·8 because of a price decrease in the hardware sub-group.

Mixed tendencies in the vegetable products group resulted in a net increase of 0·3 per cent in the index to 197·1 from 196·6. Increases in grains, onions, milled cereal foods, feeds, imported fresh fruits and canned vegetables combined to outweigh decreases in coffee beans, cocoa butter, raw rubber, potatoes, dried fruits, vegetable oils, canned fruits, raw sugar and hay.

Small advances in fir lumber and timber and export cedar shingles outweighed declines in newsprint and woodpulp to move the wood products index up 0·1 per cent to 287·6 from 287·4. In the chemical products group an increase in shellac balanced a decline in industrial gases to hold the index unchanged at 176·7.

**Farm Product Prices**—Canadian farm product prices at terminal markets declined 3 per cent as the index moved to 207·9 from 214·4. Weakness in animal products was responsible and the index for this series moved down 5·3 per cent to 248·2 from 262·1, mainly reflecting lower livestock prices. Hog prices returned to earlier levels and lamb prices receded from seasonal highs. Eggs, poultry and eastern cheese milk also contributed to the decline. Field products, on the other hand, moved up 0·6 per cent to 167·6 from 166·6 as increases in grains and eastern potatoes slightly outweighed decreases in hay and western potatoes.

**Building Material Prices**—Downward movements in both the residential and non-residential building materials price indexes followed lower prices for copper wire, certain electrical fixtures and wood screws.

In the residential building materials index these declines were partially offset by small advances in fir timber, spruce scantling and shellac and the index remained practically unchanged at 278·0 compared with 278·2 in July.

No sub-group gains were recorded in the index for non-residential building materials, which receded 0·8 per cent to 120·2 from 121·2.

# Strikes and Lockouts

## Canada, August 1954*

Time lost during August in industrial disputes resulting in work stoppages was less than in the previous two months and was the lowest recorded for any August since 1949. About half the total idleness during the month was caused by three stoppages, involving bakery and confectionery workers at Vancouver and Nanaimo, B.C., structural steel fabricators at Windsor, Ont., and refrigerator factory workers at London, Ont.

The question of increased wages and related causes was a factor in 13 of the 20 stoppages in existence during August. Of the other disputes, three arose over reduced hours; two over causes affecting working conditions; one over a union question; and one over reduced wages.

Preliminary figures for August 1954 show a total of 20 strikes and lockouts in existence during the month, involving 3,959 workers, with a time loss of 48,210 man-days, compared with 29 strikes and lockouts during July 1954, with 6,607 workers involved and a loss of 54,111 days. In August 1953 there were 22 strikes and lockouts, 9,031 workers involved and a loss of 94,578 days.

For the first eight months of 1954 preliminary figures show a total of 117 strikes and lockouts, involving 30,867 workers, with a time loss of 467,291 man-days. In the same period in 1953 there were 110 strikes and lockouts, with 29,157 workers involved and a loss of 378,878 days.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and women's clothing factory workers at Montreal, Que., on February 23, 1954.)

*See Tables G-1 and G-2 at back of book.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in August 1954 was 0·06 per cent of the estimated working time; July 1954, 0·07 per cent; August 1953, 0·11 per cent; the first eight months of 1954, 0·07 per cent; and the first eight months of 1953, 0·06 per cent.

Of the 20 stoppages during August, two were settled in favour of the workers; two in favour of the employers; seven were compromise settlements; and two were indefinite in result, work being resumed pending final settlement. At the end of the month seven stoppages were recorded as unterminated.

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette,* the number of work stoppages in Great Britain and Northern Ireland beginning in June 1954 was 150 and 18 were still in progress from the previous month, making a total of 168 during the month. In all stoppages of work in progress 21,300 workers were involved and a time loss of 69,000 days caused.

Of the 150 disputes leading to stoppages of work that began in June, 11, directly involving 800 workers, arose over demands for advances in wages, and 62, directly involving 8,900 workers, over other wage questions; three, directly involving 100 workers, over questions as to working hours; 18, directly involving 3,200 workers, over questions respecting the employment of particular classes or persons and 56, directly involving 3,400 workers, over other questions respecting working arrangements.

### United States

Preliminary figures for July 1954 show 375 work stoppages resulting from labour-management disputes beginning in the month; 230,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,750,000 man-days. Corresponding figures for June 1954 were 350 stoppages involving 180,000 workers and a loss of 2,200,000 days.

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# Publications Recently Received in Department of Labour Library

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94. **Australia. Department of Labour and National Service.** *Occupational Descriptions for Migrant Selection.* Melbourne, 1953. 1 Volume.

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96. **Japan. Ministry of Labor.** *Measures for the Protection of Young Workers in Japan.* Tokyo, 1953. Pp. 46.

97. **Murphy, Gardner.** *In the Minds of Men; the Study of Human Behaviour and Social Tensions in India.* 1st ed. New York, Basic Books, 1953. Pp. 306. On behalf of UNESCO, the author, a well known psychologist, went to India to study the causes of "social tensions".

98. **National Industrial Safety Conference.** *Proceedings, 1953.* London, Royal Society for the Prevention of Accidents, 1954. Pp. 97.

99. **United Nations. Economic and Social Council. Economic Commission for Latin America.** *Possibilities for the Development of the Pulp and Paper Industry;* a Joint Study by the Economic Commission for Latin America and the Food and Agriculture Organization of the United Nations. New York, United Nations, Dept. of Economic Affairs, 1954. Pp. 142.

100. **United Nations. Secretariat. Department of Social Affairs.** *The determinants and Consequences of Population Trends; a Summary of the Fndings of Studies on the Relationship between Population Changes and Economic and Social Conditions.* New York, 1953. Pp. 404.

## *McGill Issues Booklet On Job Evaluation*

The identification of what is job evaluation in industry and an analysis of some of the problems arising from the installation and maintenance of formal job evaluation plans comprise the basis of a research bulletin recently published by the McGill University Industrial Relations Centre. The bulletin is the first of a series of research reports to be issued by the Centre.

Among the major topics included in the report are the following: the development of job evaluation, the administration and maintenance of job evaluation schemes, participation by labour unions, job evaluation and labour relations, the advantages and disadvantages of such plans and the economic implications of evaluation programs.

## *Recent Publications of British Labour Ministry*

Recent publications of the British *Ministry of Labour* available from the United Kingdom Information Office, 275 Albert Street, Ottawa 4, include the following (prices in parentheses):—

Annual Report of the Ministry of Labour and National Service for 1953 ($1.25).

Report of Committee of Inquiry on the Training of Supervisors (50 cents).

First Report of the Joint Committee on Human Relations in Industry (30 cents).

Time Rates of Wages and Hours of Labour ($1.70).

Annual Report of the Chief Inspector of Factories for the year 1952 ($1.50).

## *TLC Publishes Booklet On Shop Steward Duties*

A booklet designed to give shop stewards a working knowledge of their duties and responsibilities, entitled *The Shop Steward,* has recently been published by the Trades and Labour Congress of Canada. The functions and duties of a shop steward in industry are demonstrated in a purported conversation between a chief shop steward and a newly-elected steward.

The booklet, prepared by the Education Department of the TLC, deals with such topics as the collection of union dues, grievance procedures, labour-management production committees, the reception of new union members and the knowledge required by stewards of the workers and their jobs.

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# A—Labour Force

## TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

| — | Week Ended July 24, 1954 | | | Week Ended June 19, 1954 | | |
|---|---|---|---|---|---|---|
| | Total | Males | Females | Total | Males | Females |
| TOTAL CIVILIAN NON-INSTITUTIONAL POPULATION | 10,254 | 5,102 | 5,152 | 10,240 | 5,097 | 5,143 |
| A. Civilian labour force | 5,556 | 4,332 | 1,224 | 5,462 | 4,252 | 1,210 |
| Persons at work | 4,891 | 3,853 | 1,038 | 5,171 | 4,011 | 1,160 |
| 35 hours or more | 4,584 | 3,695 | 889 | 4,826 | 3,836 | 990 |
| Less than 35 hours | 307 | 158 | 149 | 345 | 175 | 170 |
| Usually work 35 hours or more | 118 | 92 | 26 | 136 | 105 | 31 |
| (a) laid off for part of the week | * | * | * | 10 | * | * |
| (b) on short time | 34 | 24 | 10 | 44 | 32 | 12 |
| (c) lost job during the week | * | * | * | * | * | * |
| (d) found job during the week | * | * | * | * | * | * |
| (e) bad weather | 27 | 27 | * | 17 | 16 | * |
| (f) illness | 15 | 10 | * | 22 | 17 | * |
| (g) industrial dispute | * | * | * | * | * | * |
| (h) vacation | 17 | 12 | * | 12 | * | * |
| (i) other | 12 | * | * | 18 | 14 | * |
| Usually work less than 35 hours | 189 | 66 | 123 | 209 | 70 | 139 |
| Persons with jobs not at work | 493 | 336 | 157 | 106 | 81 | 25 |
| Usually work 35 hours or more | 476 | 328 | 148 | 103 | 79 | 24 |
| (a) laid off for full week | * | * | * | * | * | * |
| (b) bad weather | * | * | * | * | * | * |
| (c) illness | 41 | 34 | * | 44 | 35 | * |
| (d) industrial dispute | * | * | * | * | * | * |
| (e) vacation | 418 | 280 | 138 | 41 | 29 | 12 |
| (f) other | * | * | * | * | * | * |
| Usually work less than 35 hours | 17 | * | * | * | * | * |
| Persons without jobs and seeking work [1] | 172 | 143 | 29 | 185 | 160 | 25 |
| B. Persons not in the labour force | 4,698 | 770 | 3,928 | 4,778 | 845 | 3,933 |
| (a) permanently unable or too old to work | 180 | 116 | 64 | 179 | 113 | 66 |
| (b) keeping house | 3,514 | * | 3,513 | 3,416 | * | 3,414 |
| (c) going to school | 12 | * | * | 587 | 292 | 295 |
| (d) retired or voluntarily idle | 944 | 622 | 322 | 578 | 428 | 150 |
| (e) other | 48 | 25 | 23 | 18 | 10 | * |

[1] Included here are only those who did not work during the entire survey week and were reported looking for work. For all these who were reported as seeking work during the survey week, see Table A-2.

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0·6 per cent for Canada as a whole in all characteristics.

* Less than 10,000.

## TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

| — | Week Ended July 24, 1954 | | | Week Ended June 19, 1954 | | |
|---|---|---|---|---|---|---|
| | Total | Seeking Full-Time Work | Seeking Part-Time Work | Total | Seeking Full-Time Work | Seeking Part-Time Work |
| Total looking for work | 188 | 173 | 15 | 108 | 193 | 15 |
| Without jobs | 172 | 161 | 11 | 185 | 172 | 13 |
| Under 1 month | 62 | ..... | ..... | 67 | ..... | ..... |
| 1– 3 months | 57 | ..... | ..... | 52 | ..... | ..... |
| 4– 6 months | 25 | ..... | ..... | 33 | ..... | ..... |
| 7–12 months | 22 | ..... | ..... | 27 | ..... | ..... |
| 13–18 months | * | ..... | ..... | * | ..... | ..... |
| 19– and over..: | * | ..... | ..... | * | ..... | ..... |
| Worked | 16 | 12 | * | 23 | 21 | * |
| 1–14 hours | * | * | * | * | * | * |
| 15–34 hours | 11 | * | * | 16 | 15 | * |

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0·6 per cent for Canada as a whole in all characteristics.

* Less than 10,000.

## TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED JULY 24, 1954

(Estimates in thousands)

| — | Canada | Nfld. | P.E.I. N.S. N.B. | Que. | Ont. | Man. Sask. Alta. | B.C. |
|---|---|---|---|---|---|---|---|
| *The Labour Force* | (1) | | | | (1) | | |
| Both Sexes | 5,556 | 101 | 417 | 1,567 | 2,027 | 996 | 448 |
| Agricultural | 1,014 | * | 59 | 254 | 291 | 387 | 22 |
| Non-Agricultural | 4,542 | 100 | 358 | 1,313 | 1,736 | 609 | 426 |
| Males | 4,332 | 86 | 336 | 1,223 | 1,537 | 805 | 345 |
| Agricultural | 953 | * | 56 | 244 | 268 | 365 | 19 |
| Non-Agricultural | 3,379 | 85 | 280 | 979 | 1,269 | 440 | 326 |
| Females | 1,224 | 15 | 81 | 344 | 490 | 191 | 103 |
| Agricultural | 61 | * | * | 10 | 23 | 22 | * |
| Non-Agricultural | 1,163 | 15 | 78 | 334 | 467 | 169 | 100 |
| All ages | 5,556 | 101 | 417 | 1,567 | 2,027 | 996 | 448 |
| 14–19 years | 676 | 14 | 54 | 221 | 223 | 116 | 48 |
| 20–24 years | 727 | 15 | 53 | 233 | 248 | 131 | 47 |
| 25–44 years | 2,492 | 47 | 180 | 709 | 906 | 442 | 208 |
| 45–64 years | 1,444 | 22 | 110 | 360 | 563 | 262 | 127 |
| 65 years and over | 217 | * | 20 | 44 | 87 | 45 | 18 |
| *Persons with Jobs* | | | | | | | |
| All status groups | 5,384 | 98 | 402 | 1,493 | 1,972 | 986 | 433 |
| Males | 4,189 | 83 | 322 | 1,162 | 1,492 | 797 | 333 |
| Females | 1,195 | 15 | 80 | 331 | 480 | 189 | 100 |
| Agricultural | 1,009 | * | 59 | 251 | 290 | 386 | 22 |
| Non-Agricultural | 4,375 | 97 | 343 | 1,242 | 1,682 | 600 | 411 |
| Paid Workers | 3,991 | 78 | 301 | 1,125 | 1,568 | 552 | 367 |
| Males | 2,938 | 65 | 231 | 828 | 1,142 | 395 | 277 |
| Females | 1,053 | 13 | 70 | 297 | 426 | 157 | 90 |
| *Persons Without Jobs and Seeking Work* | | | | | | | |
| Both Sexes | 172 | * | 15 | 74 | 55 | 10 | 15 |
| *Persons not in the Labour Force* | | | | | | | |
| Both Sexes | 4,698 | 140 | 440 | 1,306 | 1,533 | 845 | 434 |
| Males | 770 | 38 | 83 | 190 | 224 | 140 | 95 |
| Females | 3,928 | 102 | 357 | 1,116 | 1,309 | 705 | 339 |

(1) Includes estimates for certain remote areas in Ontario, formerly excluded, amounting to 0·6 per cent for Canada as a whole and 1·8 per cent for Ontario in all characteristics.
* Less than 10,000.

## TABLE A-4.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Period | Atlantic | Quebec | Ontario | Prairies | B.C. Yukon N.W.T. | Canada Total | Adult Males |
|---|---|---|---|---|---|---|---|
| 1949—Total | 2,777 | 18,005 | 48,607 | 17,904 | 7,924 | 95,217 | 39,044 |
| 1950—Total | 2,198 | 13,575 | 39,041 | 12,975 | 6,123 | 73,912 | 30,700 |
| 1951—Total | 3,928 | 46,033 | 104,842 | 25,165 | 14,423 | 194,391 | 95,818 |
| 1952—Total | 4,531 | 35,318 | 86,059 | 23,560 | 15,030 | 164,498 | 66,083 |
| 1953—Total | 4,049 | 34,294 | 90,120 | 27,208 | 13,197 | 168,868 | 68,269 |
| 1953—January-July | 2,738 | 19,209 | 50,465 | 17,642 | 7,979 | 98,033 | 41,008 |
| 1954—January-July | 2,373 | 18,028 | 55,633 | 17,825 | 7,745 | 101,604 | 44,698 |

## TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Period | Managerial and Professional | Clerical | Transportation and Communication | Commercial and Financial | Service | Agriculture | Fishing, Trapping, Logging and Mining | Manufacturing, Mechanical and Construction | Labourers | Others | Total Workers |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1951—Total | 4,001 | 5,317 | ..... | ..... | ..... | 25,890 | ..... | ..... | ..... | 5,402 | 114,786 |
| 1952—Total | 7,054 | 6,900 | ..... | ..... | ..... | 16,971 | ..... | ..... | ..... | 1,526 | 85,029 |
| 1953—Total | 10,021 | 6,339 | 1,855 | 3,185 | 13,766 | 17,250 | 879 | 26,492 | 10,380 | 966 | 91,133 |
| 1953—January-July | 5,779 | 3,626 | 1,113 | 1,904 | 6,963 | 13,142 | 506 | 15,126 | 4,532 | 614 | 53,305 |
| 1954—January-July | 5,928 | 4,395 | 1,390 | 1,850 | 7,584 | 8,842 | 545 | 17,790 | 8,372 | 444 | 57,140 |

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table

# B—Labour Income

## TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

| — | Agriculture, Forestry, Fishing, Trapping, Mining | Manufacturing | Construction | Utilities, Transportation, Communication, Storage, Trade | Finance, Services, (including Government) | Supplementary Labour Income | Total |
|---|---|---|---|---|---|---|---|
| 1943—Average | 32 | 168 | 21 | 86 | 78 | 14 | 399 |
| 1944—Average | 33 | 171 | 17 | 95 | 83 | 13 | 412 |
| 1945—Average | 35 | 156 | 19 | 100 | 90 | 13 | 413 |
| 1946—Average | 41 | 147 | 25 | 114 | 103 | 14 | 444 |
| 1947—Average | 42 | 177 | 34 | 134 | 114 | 17 | 518 |
| 1948—Average | 49 | 203 | 41 | 154 | 131 | 19 | 597 |
| [1]1949—Average | 49 | 214 | 47 | 169 | 147 | 21 | 647 |
| 1950—Average | 55 | 231 | 47 | 180 | 156 | 24 | 693 |
| 1951—Average | 72 | 272 | 52 | 208 | 178 | 28 | 810 |
| 1952—Average | 76 | 302 | 62 | 230 | 199 | 32 | 901 |
| 1953—Average | 73 | 330 | 70 | 250 | 215 | 34 | 972 |
| 1952—January | 80 | 282 | 48 | 215 | 188 | 31 | 844 |
| February | 82 | 287 | 47 | 216 | 193 | 30 | 855 |
| March | 75 | 293 | 48 | 217 | 193 | 31 | 857 |
| April | 64 | 295 | 53 | 222 | 194 | 31 | 857 |
| May | 70 | 295 | 59 | 227 | 198 | 31 | 880 |
| June | 72 | 295 | 61 | 231 | 202 | 31 | 892 |
| July | 72 | 297 | 70 | 234 | 198 | 32 | 903 |
| August | 78 | 308 | 75 | 234 | 198 | 32 | 925 |
| September | 80 | 315 | 74 | 236 | 203 | 33 | 941 |
| October | 83 | 317 | 78 | 238 | 205 | 34 | 955 |
| November | 84 | 321 | 75 | 242 | 206 | 33 | 961 |
| December | 78 | 325 | 62 | 244 | 205 | 34 | 948 |
| 1953—January | 72 | 321 | 58 | 246* | 203 | 34 | 934 |
| February | 70 | 326 | 55 | 234 | 205 | 33 | 923 |
| March | 62 | 328 | 57 | 234 | 210 | 33 | 924 |
| April | 60 | 328 | 63 | 251* | 210 | 34 | 946 |
| May | 69 | 331 | 72 | 246 | 214 | 34 | 966 |
| June | 75 | 333 | 72 | 251 | 216 | 34 | 981 |
| July | 77 | 330 | 76 | 253 | 212 | 35 | 983 |
| August | 80 | 334 | 81 | 253 | 212 | 34 | 994 |
| September | 80 | 337 | 82 | 356 | 224 | 35 | 1,014 |
| October | 78 | 333 | 83 | 257 | 226 | 35 | 1,012 |
| November | 77 | 328 | 76 | 256 | 224 | 35 | 996 |
| December | 71 | 333 | 69 | 255 | 225 | 35 | 988 |
| 1954—January | 65 | 322 | 56 | 245 | 223 | 34 | 945 |
| February | 66 | 325 | 54 | 247 | 225 | 33 | 950 |
| March | 62 | 323 | 54 | 245 | 226 | 33 | 943 |
| April | 59 | 322 | 59 | 251 | 229 | 34 | 954 |
| May | 69 | 320 | 67 | 253 | 232 | 34 | 975 |
| June | 74 | 325 | 70 | 259 | 237 | 35 | 1,000 |

[1] Includes Newfoundland, since 1949. * Includes retroactive wage payment to railway employees.

# C—Employment, Hours and Earnings

## TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

**Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At July 1, employers in the principal non-agricultural industries reported a total employment of 2,509,606.**

| Year and Month | Canada | Newfoundland | Prince Edward Island | Nova Scotia | New Brunswick | Quebec | Ontario | Manitoba | Saskatchewan | Alberta | British Columbia |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1947—Average | 95·7 | ..... | 93·3 | 92·1 | 104·3 | 97·8 | 94·7 | 93·6 | 97·2 | 88·1 | 97·1 |
| 1948—Average | 99·7 | ..... | 102·6 | 99·6 | 105·2 | 101·2 | 98·9 | 97·2 | 99·5 | 93·7 | 101·3 |
| 1949—Average | 100·0 | ..... | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 |
| 1950—Average | 101·5 | ..... | 110·3 | 95·6 | 102·6 | 100·5 | 102·7 | 100·8 | 100·8 | 104·5 | 100·8 |
| 1951—Average | 108·8 | 111·7 | 112·6 | 100·3 | 109·0 | 109·2 | 110·4 | 103·9 | 106·0 | 112·4 | 106·1 |
| 1952—Average | 111·6 | 130·2 | 123·2 | 104·0 | 109·5 | 113·4 | 112·0 | 106·0 | 111·4 | 120·8 | 106·7 |
| 1953—Average | 113·4 | 140·9 | 116·4 | 101·2 | 101·4 | 112·8 | 114·7 | 107·2 | 116·0 | 128·5 | 108·4 |
| July 1, 1952 | 112·1 | 133·1 | 127·0 | 107·8 | 107·9 | 114·9 | 113·5 | 107·5 | 116·2 | 123·3 | 95·5 |
| Jan. 1, 1953 | 113·0 | 132·4 | 116·7 | 99·3 | 107·8 | 113·8 | 114·5 | 106·7 | 113·5 | 125·7 | 106·4 |
| Feb. 1, 1953 | 110·3 | 125·3 | 110·8 | 101·0 | 100·6 | 110·6 | 113·1 | 104·0 | 106·2 | 121·6 | 101·0 |
| Mar. 1, 1953 | 110·0 | 117·8 | 103·7 | 97·9 | 98·6 | 109·7 | 112·9 | 102·5 | 105·7 | 122·7 | 102·1 |
| Apr. 1, 1953 | 110·0 | 122·4 | 104·0 | 96·9 | 96·6 | 108·3 | 113·2 | 102·9 | 105·7 | 121·6 | 104·6 |
| May 1, 1953 | 110·9 | 133·6 | 108·3 | 97·4 | 94·8 | 109·1 | 113·4 | 104·8 | 109·2 | 123·6 | 106·5 |
| June 1, 1953 | 112·4 | 144·1 | 118·8 | 100·7 | 99·6 | 111·8 | 113·7 | 106·7 | 115·1 | 127·7 | 108·1 |
| July 1, 1953 | 114·9 | 154·7 | 119·6 | 103·9 | 100·4 | 113·7 | 115·7 | 109·3 | 119·7 | 131·3 | 111·6 |
| Aug. 1, 1953 | 115·6 | 156·6 | 124·6 | 104·2 | 105·4 | 114·0 | 115·4 | 110·5 | 123·3 | 135·2 | 114·2 |
| Sept. 1, 1953 | 116·6 | 156·0 | 124·7 | 104·0 | 107·1 | 115·6 | 116·5 | 111·1 | 123·3 | 135·6 | 114·7 |
| Oct. 1, 1953 | 116·9 | 157·4 | 119·8 | 104·7 | 102·2 | 116·2 | 117·1 | 110·5 | 123·9 | 135·0 | 114·6 |
| Nov. 1, 1953 | 115·9 | 149·8 | 125·2 | 103·9 | 101·9 | 116·3 | 116·3 | 108·7 | 124·1 | 132·4 | 110·2 |
| Dec. 1, 1953 | 114·1 | 141·2 | 121·1 | 100·2 | 102·3 | 114·6 | 114·8 | 108·8 | 122·7 | 130·1 | 107·1 |
| Jan. 1, 1954 | 109·9 | 125·4 | 105·8 | 97·5 | 99·7 | 108·7 | 112·3 | 104·7 | 115·9 | 124·7 | 103·2 |
| Feb. 1, 1954 | 107·0 | 113·4 | 96·0 | 95·4 | 97·6 | 105·7 | 110·8 | 100·9 | 109·5 | 118·3 | 97·5 |
| Mar. 1, 1954 | 106·6 | 112·3 | 102·4 | 95·2 | 96·8 | 105·2 | 110·2 | 99·6 | 108·7 | 119·4 | 98·5 |
| Apr. 1, 1954 | 105·6 | 113·1 | 93·4 | 93·3 | 91·3 | 103·5 | 109·0 | 99·9 | 107·4 | 118·5 | 101·8 |
| May 1, 1954 | 106·2 | 117·9 | 97·6 | 92·8 | 90·2 | 104·5 | 109·0 | 100·4 | 110·0 | 119·0 | 103·2 |
| June 1, 1954 | 109·0 | 122·2 | 111·0 | 96·1 | 95·4 | 107·7 | 110·7 | 103·2 | 116·9 | 124·7 | 106·3 |
| July 1, 1954 | 111·5 | 134·0 | 113·2 | 98·7 | 98·2 | 110·5 | 112·2 | 105·6 | 122·6 | 130·4 | 108·5 |
| Percentage Distribution of Employees of Reporting Establishments at July 1, 1954 | 100·0 | 1·6 | 0·2 | 3·4 | 2·3 | 28·4 | 42·3 | 5·1 | 2·5 | 5·2 | 9·0 |

NOTE:—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

## TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

| Year and Month | Industrial Composite[1] | | | | Manufacturing | | | |
|---|---|---|---|---|---|---|---|---|
| | Index Numbers | | | Average Weekly Wages and Salaries | Index Numbers | | | Average Weekly Wages and Salaries |
| | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | | Employment | Aggregate Weekly Payrolls | Average Wages and salaries | |
| | | | | $ | | | | $ |
| 1947—Average | 95·7 | 80·7 | 84·2 | 36.19 | 97·2 | 80·4 | 82·6 | 36.34 |
| 1948—Average | 99·7 | 93·2 | 93·2 | 40.06 | 100·1 | 92·6 | 92·5 | 40.67 |
| 1949—Average | 100·0 | 100·0 | 100·0 | 42.96 | 100·0 | 100·0 | 100·0 | 43.97 |
| 1950—Average | 101·5 | 106·0 | 104·4 | 44.84 | 100·9 | 106·2 | 105·1 | 46.21 |
| 1951—Average | 108·8 | 125·6 | 115·5 | 49.61 | 108·0 | 126·1 | 116·6 | 51.25 |
| 1952—Average | 111·6 | 140·3 | 126·0 | 54.13 | 109·3 | 139·7 | 127·6 | 56.11 |
| 1953—Average | 113·4 | 151·5 | 133·4 | 57.30 | 113·3 | 152·4 | 134·2 | 59.01 |
| July 1, 1952 | 112·1 | 140·4 | 125·6 | 53.96 | 108·8 | 138·6 | 127·2 | 55.95 |
| Jan. 1, 1953 | 113·0 | 141·6 | 125·3 | 53.81 | 111·4 | 139·1 | 124·9 | 54.92 |
| Feb. 1, 1953 | 110·3 | 145·6 | 132·0 | 56.72 | 111·9 | 149·7 | 133·8 | 58.82 |
| Mar. 1, 1953 | 110·0 | 147·0 | 133·6 | 57.40 | 112·7 | 151·9 | 134·8 | 59.25 |
| Apr. 1, 1953 | 110·0 | 146·7 | 133·4 | 57.33 | 112·9 | 152·6 | 135·2 | 59.43 |
| May 1, 1953 | 110·9 | 148·2 | 133·9 | 57.52 | 113·1 | 152·9 | 135·2 | 59.43 |
| June 1, 1953 | 112·4 | 151·5 | 134·4 | 57.72 | 113·4 | 154·0 | 135·2 | 59.43 |
| July 1, 1953 | 114·9 | 154·5 | 134·0 | 57.57 | 114·7 | 155·0 | 134·5 | 59.16 |
| Aug. 1, 1953 | 115·6 | 155·3 | 133·9 | 57.52 | 114·4 | 153·9 | 134·0 | 58.93 |
| Sept. 1, 1953 | 116·6 | 157·0 | 134·1 | 57.61 | 115·6 | 155·4 | 133·8 | 58.83 |
| Oct. 1, 1953 | 116·9 | 158·7 | 135·3 | 58.11 | 115·2 | 157·1 | 135·8 | 59.69 |
| Nov. 1, 1953 | 115·9 | 157·4 | 135·3 | 58.14 | 113·1 | 155·0 | 136·4 | 59.98 |
| Dec. 1, 1953 | 114·1 | 154·9 | 135·3 | 58.13 | 110·9 | 152·8 | 137·1 | 60.29 |
| Jan. 1, 1954 | 109·9 | 145·3 | 131·7 | 56.56 | 108·0 | 143·7 | 132·5 | 58.24 |
| Feb. 1, 1954 | 107·0 | 146·2 | 136·1 | 58.47 | 108·3 | 150·0 | 137·8 | 60.60 |
| Mar. 1, 1954 | 106·6 | 147·6 | 137·8 | 59.22 | 108·3 | 151·2 | 139·0 | 61.13 |
| Apr. 1, 1954 | 105·6 | 145·7 | 137·5 | 59.06 | 107·9 | 150·8 | 139·2 | 61.19 |
| May 1, 1954 | 106·2 | 146·8 | 137·7 | 59.15 | 107·3 | 150·3 | 139·4 | 61.30 |
| June 1, 1954 | 109·0 | 148·9 | 136·0 | 58.42 | 107·7 | 149·0 | 137·7 | 60.54 |
| July 1, 1954 | 111·5 | 153·5 | 137·2 | 58.94 | 108·7 | 151·5 | 138·7 | 61.00 |

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate, and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

## TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, D.B.S.

| Area and Industry | Index Numbers (1949 = 100) | | | | | | Average Weekly Wages and Salaries in Dollars[1] | | |
|---|---|---|---|---|---|---|---|---|---|
| | Employment | | | Payrolls | | | | | |
| | July 1 1954 | June 1 1954 | July 1 1953 | July 1 1954 | June 1 1954 | July 1 1953 | July 1 1954 | June 1 1954 | July 1 1953 |
| (a) PROVINCES | | | | | | | | | |
| Newfoundland | 134·0 | 122·2 | 154·7 | 195·2 | 178·0 | 239·5 | 54.70 | 54.69 | 58.12 |
| Prince Edward Island | 113·2 | 111·0 | 119·6 | 150·6 | 148·7 | 157·9 | 44.84 | 45.16 | 44.47 |
| Nova Scotia | 98·7 | 96·1 | 103·9 | 131·4 | 126·0 | 133·6 | 49.78 | 49.08 | 48.09 |
| New Brunswick | 98·2 | 95·4 | 100·4 | 130·1 | 124·8 | 129·2 | 50.12 | 49.48 | 48.66 |
| Quebec | 110·5 | 107·7 | 113·7 | 150·6 | 145·8 | 151·0 | 55.99 | 55.61 | 54.40 |
| Ontario | 112·2 | 110·7 | 115·7 | 155·4 | 151·8 | 156·2 | 61.33 | 60.67 | 59.77 |
| Manitoba | 105·6 | 103·2 | 109·3 | 140·6 | 135·4 | 142·4 | 56.64 | 55.82 | 55.49 |
| Saskatchewan | 122·6 | 116·9 | 119·7 | 165·8 | 156·8 | 159·9 | 55.98 | 55.56 | 55.36 |
| Alberta | 130·4 | 124·7 | 131·3 | 175·7 | 166·4 | 174·8 | 59.84 | 59.25 | 59.18 |
| British Columbia | 108·5 | 106·3 | 111·6 | 155·4 | 151·6 | 156·9 | 65.32 | 65.05 | 64.28 |
| **CANADA** | **111·5** | **109·0** | **114·9** | **153·5** | **148·9** | **154·5** | **58.94** | **58.42** | **57.57** |
| (b) METROPOLITAN AREAS | | | | | | | | | |
| St. John's | 114·6 | 110·3 | 120·9 | 152·7 | 151·3 | 157·3 | 42.93 | 44.21 | 41.90 |
| Sydney | 93·9 | 91·8 | 99·4 | 121·7 | 116·7 | 125·8 | 60.82 | 59.62 | 59.48 |
| Halifax | 111·4 | 109·4 | 112·4 | 147·8 | 145·5 | 144·9 | 47.14 | 47.31 | 45.88 |
| Saint John | 98·0 | 94·1 | 95·6 | 129·9 | 120·0 | 122·3 | 47.54 | 45.73 | 45.90 |
| Quebec | 113·7 | 111·5 | 112·0 | 152·1 | 152·1 | 147·0 | 47.49 | 48.43 | 46.58 |
| Sherbrooke | 99·2 | 97·3 | 105·6 | 125·6 | 124·1 | 130·7 | 45.99 | 45.99 | 44.72 |
| Three Rivers | 107·9 | 102·1 | 106·0 | 148·4 | 137·6 | 138·8 | 56.52 | 55.37 | 53.81 |
| Drummondville | 67·2 | 66·4 | 85·3 | 88·3 | 88·2 | 113·3 | 51.06 | 51.56 | 51.62 |
| Montreal | 111·5 | 110·8 | 114·2 | 151·6 | 150·2 | 151·2 | 56.76 | 56.61 | 55.29 |
| Ottawa—Hull | 112·3 | 110·1 | 109·9 | 155·8 | 151·0 | 144·8 | 54.47 | 53.82 | 51.76 |
| Peterborough | 97·3 | 97·8 | 95·8 | 134·7 | 134·8 | 133·0 | 62.01 | 61.74 | 62.20 |
| Oshawa | 139·2 | 155·4 | 166·5 | 174·5 | 192·4 | 219·3 | 63.86 | 63.05 | 64.07 |
| Niagara Falls | 144·6 | 146·7 | 166·9 | 216·3 | 212·2 | 246·7 | 68.23 | 65.97 | 67.41 |
| St. Catharines | 109·8 | 110·0 | 123·9 | 149·8 | 149·2 | 168·2 | 67.14 | 66.70 | 66.87 |
| Toronto | 120·9 | 120·1 | 119·8 | 171·1 | 168·0 | 163·0 | 62.62 | 61.89 | 60.25 |
| Hamilton | 104·3 | 104·3 | 111·7 | 142·7 | 141·8 | 147·1 | 63.42 | 63.04 | 61.64 |
| Brantford | 81·7 | 81·8 | 8·1 | 110·3 | 111·0 | 113·3 | 59.19 | 59.50 | 56.39 |
| Galt | 98·8 | 97·9 | 108·4 | 136·9 | 134·0 | 150·4 | 54.47 | 53.78 | 54.49 |
| Kitchener | 103·7 | 103·3 | 108·6 | 145·2 | 143·0 | 148·5 | 56.98 | 56.29 | 55.68 |
| Sudbury | 136·9 | 134·3 | 133·4 | 184·2 | 181·5 | 184·8 | 71.99 | 72.32 | 74.17 |
| London | 112·8 | 111·0 | 117·4 | 156·4 | 152·5 | 159·3 | 56.24 | 55.72 | 55.07 |
| Sarnia | 123·5 | 122·4 | 124·7 | 192·0 | 180·4 | 179·4 | 75.59 | 71.63 | 70.08 |
| Windsor | 97·1 | 96·9 | 116·2 | 131·2 | 126·9 | 157·3 | 67.78 | 65.70 | 68.26 |
| Sault Ste. Marie | 109·3 | 107·8 | 141·0 | 144·9 | 145·1 | 186·9 | 67.65 | 68.65 | 67.76 |
| Ft. William—Pt. Arthur | 107·6 | 105·6 | 124·5 | 146·2 | 141·4 | 168·5 | 60.94 | 60.07 | 61.06 |
| Winnipeg | 104·0 | 101·8 | 105·0 | 141·0 | 136·8 | 137·4 | 53.78 | 53.35 | 51.92 |
| Regina | 123·9 | 120·1 | 112·4 | 175·7 | 168·3 | 148·8 | 54.21 | 53.57 | 50.61 |
| Saskatoon | 125·7 | 122·9 | 120·4 | 175·4 | 171·5 | 160·7 | 52.09 | 52.08 | 49.82 |
| Edmonton | 147·2 | 141·5 | 149·7 | 209·2 | 193·5 | 215·8 | 57.86 | 55.66 | 58.80 |
| Calgary | 132·6 | 129·8 | 130·1 | 184·0 | 179·7 | 172·8 | 58.32 | 58.17 | 55.93 |
| Vancouver | 103·5 | 101·9 | 102·4 | 146·2 | 142·3 | 138·3 | 61.84 | 61.14 | 59.22 |
| Victoria | 111·0 | 108·5 | 109·7 | 156·8 | 151·5 | 151·8 | 58.81 | 58.16 | 57.63 |
| (c) INDUSTRIES | | | | | | | | | |
| Forestry (chiefly logging) | 89·4 | 77·2 | 93·6 | 133·6 | 110·2 | 136·0 | 59.63 | 56.98 | 57.94 |
| Mining | 111·3 | 108·7 | 113·7 | 151·5 | 148·8 | 151·0 | 69.95 | 70.38 | 68.23 |
| Manufacturing | 108·7 | 107·7 | 114·7 | 151·5 | 149·0 | 155·0 | 61.00 | 60.54 | 59.16 |
| Durable Goods[1] | 116·1 | 116·7 | 125·9 | 161·3 | 160·0 | 171·1 | 65.24 | 64.42 | 63.86 |
| Non-Durable Goods | 102·3 | 99·9 | 105·0 | 141·8 | 138·1 | 139·0 | 56.84 | 56.64 | 54.25 |
| Construction | 117·1 | 110·0 | 127·5 | 173·5 | 157·1 | 187·7 | 61.35 | 59.13 | 60.94 |
| Transportation, storage, communication | 111·4 | 108·8 | 114·5 | 144·5 | 140·5 | 147·3 | 62.28 | 62.02 | 61.80 |
| Public utility operation | 119·7 | 116·0 | 117·1 | 169·5 | 163·8 | 158·6 | 67.39 | 67.22 | 64.71 |
| Trade | 114·5 | 113·2 | 112·0 | 157·7 | 155·1 | 147·8 | 50.97 | 50.68 | 48.80 |
| Finance, insurance and real estate | 127·3 | 126·6 | 120·1 | 163·9 | 162·8 | 147·7 | 54.36 | 54.27 | 51.94 |
| Service[2] | 117·2 | 111·1 | 111·1 | 154·8 | 148·2 | 141·7 | 38.26 | 38.62 | 36.80 |
| Industrial composite | 111·5 | 109·0 | 114·9 | 153·5 | 148·9 | 154·5 | 58.94 | 58.42 | 57.57 |

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable groups include the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

**Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C- 3 They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.**

## TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

| Year and Month | All Manufactures | | | Durable Goods | | | Non-Durable Goods | | |
|---|---|---|---|---|---|---|---|---|---|
| | Average Hours | Average Hourly Earnings | Average Weekly Wages | Average Hours | Average Hourly Earnings | Average Weekly Wages | Average Hours | Average Hourly Earnings | Average Weekly Wages |
| | No. | cts. | $ | No. | cts. | $ | No. | cts. | $ |
| 1945—Average | 44·3 | 69·4 | 30.74 | 44·7 | 76·7 | 34.28 | 43·7 | 60·7 | 26.53 |
| 1946—Average | 42·7 | 70·0 | 29.87 | 42·8 | 76·4 | 32.70 | 42·6 | 63·8 | 27.18 |
| 1947—Average | 42·5 | 80·3 | 34.13 | 42·7 | 87·2 | 37.23 | 42·3 | 73·4 | 31.05 |
| 1948—Average | 42·2 | 91·3 | 38.53 | 42·3 | 98·4 | 41.62 | 42·0 | 84·0 | 35.28 |
| 1949—Average | 42·3 | 98·6 | 41.71 | 42·5 | 106·5 | 45.26 | 42·0 | 90·6 | 38.05 |
| 1950—Average | 42·3 | 103·6 | 43.82 | 42·5 | 112·0 | 47.60 | 42·2 | 95·2 | 40.17 |
| 1951—Average | 41·8 | 116·8 | 48.82 | 42·0 | 125·8 | 52.84 | 41·7 | 107·2 | 44.70 |
| 1952—Average | 41·5 | 129·2 | 53.62 | 41·6 | 139·8 | 58.16 | 41·3 | 117·4 | 48.49 |
| 1953—Average | 41·3 | 135·8 | 56.09 | 41·6 | 147·1 | 61.19 | 40·9 | 122·9 | 50.27 |
| July 1, 1952 | 41·3 | 128·6 | 53.11 | 41·4 | 138·3 | 57.26 | 41·2 | 117·9 | 48.57 |
| *Jan. 1, 1953 | 38·3 | 134·0 | 51.32 | 38·5 | 144·5 | 55.63 | 38·2 | 121·8 | 46.53 |
| Feb. 1, 1953 | 41·9 | 134·2 | 56.23 | 41·9 | 145·7 | 61.05 | 41·8 | 120·8 | 50.49 |
| Mar. 1, 1953 | 42·1 | 134·4 | 56.58 | 42·4 | 146·3 | 62.03 | 41·7 | 120·7 | 50.33 |
| Apr. 1, 1953 | 42·1 | 134·9 | 56.79 | 42·3 | 146·7 | 62.05 | 41·8 | 121·3 | 50.70 |
| May 1, 1953 | 41·8 | 135·5 | 56.64 | 42·2 | 146·8 | 61.95 | 41·5 | 122·4 | 50.80 |
| June 1, 1953 | 41·7 | 135·9 | 56.67 | 42·1 | 146·8 | 61.80 | 41·3 | 123·1 | 50.84 |
| July 1, 1953 | 41·3 | 136·2 | 56.25 | 41·9 | 147·0 | 61.59 | 40.8 | 123·5 | 50.39 |
| Aug. 1, 1953 | 41·0 | 136·0 | 55.76 | 41·4 | 147·1 | 60.90 | 40·6 | 123·4 | 50.10 |
| Sept. 1, 1953 | 41·0 | 135·7 | 55.64 | 41·3 | 147·3 | 60.83 | 40·8 | 123·0 | 50.18 |
| Oct. 1, 1953 | 41·5 | 136·6 | 56.69 | 41·9 | 148·5 | 62.22 | 41·1 | 123·7 | 50.84 |
| Nov. 1, 1953 | 41·4 | 137·4 | 56.88 | 41·7 | 148·8 | 62.05 | 41·0 | 124·8 | 51·17 |
| Dec. 1, 1953 | 41·2 | 138·4 | 57.02 | 41·7 | 149·5 | 62.34 | 40·7 | 126·1 | 51.32 |
| *Jan. 1, 1954 | 38·5 | 140·4 | 54.05 | 39·1 | 150·1 | 58.69 | 37·8 | 129·1 | 48.80 |
| Feb. 1, 1954 | 40·7 | 140·4 | 57.14 | 40·8 | 151·4 | 61.77 | 40·6 | 127·9 | 51.93 |
| Mar. 1, 1954 | 41·1 | 140·6 | 57.79 | 41·3 | 151·6 | 62.61 | 40·8 | 128·2 | 52.31 |
| Apr. 1, 1954 | 40·9 | 141·0 | 57.67 | 41·0 | 151·7 | 62.20 | 40·7 | 129·0 | 52.50 |
| May 1, 1954 | 40·6 | 141·8 | 57.57 | 40·9 | 152·3 | 62.29 | 40·3 | 129·9 | 52.35 |
| June 1, 1954 | 39·8 | 142·2 | 56.60 | 40·0 | 152·1 | 60.84 | 39·6 | 131·4 | 52.03 |
| July 1, 1954 | 40·5 | 141·7 | 57.39 | 40·9 | 151·6 | 62.00 | 40·1 | 130·9 | 52.49 |

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1.

## TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

| — | Average Hours Worked | | | Average Hourly Earnings (in cents) | | |
|---|---|---|---|---|---|---|
| | July 1, 1954 | June 1, 1954 | July 1, 1953 | July 1, 1954 | June 1, 1954 | July 1, 1953 |
| Newfoundland | 42·6 | 40·9 | 43·2 | 132·3 | 138·4 | 131·6 |
| Nova Scotia | 41·0 | 40·3 | 41·4 | 123·3 | 123·2 | 121·1 |
| New Brunswick | 42·4 | 40·8 | 42·2 | 123·6 | 125·2 | 117·2 |
| Quebec | 41·0 | 40·4 | 42·2 | 129·0 | 129·3 | 122·4 |
| Ontario | 40·4 | 39·6 | 41·3 | 148·5 | 149·3 | 143·8 |
| Manitoba | 40·2 | 39·9 | 40·6 | 134·8 | 135·9 | 131·5 |
| Saskatchewan | 40·7 | 40·3 | 40·9 | 145·0 | 145·7 | 135·8 |
| Alberta | 40·3 | 39·8 | 40·2 | 146·4 | 146·6 | 139·8 |
| British Columbia | 38·1 | 37·6 | 37·7 | 169·6 | 169·9 | 162·4 |
| Montreal | 39·8 | 39·5 | 41·3 | 135·1 | 135·1 | 128·7 |
| Toronto | 40·3 | 39·5 | 40·9 | 150·4 | 150·2 | 144·1 |
| Hamilton | 39·6 | 39·1 | 39·9 | 159·2 | 161·1 | 155·8 |
| Windsor | 39·7 | 36·6 | 41·4 | 168·1 | 168·8 | 165·6 |
| Winnipeg | 39·9 | 39·6 | 40·3 | 133·5 | 134·4 | 130·1 |
| Vancouver | 38·1 | 37·5 | 37·8 | 168·7 | 168·0 | 161·2 |

## TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

| Industry | Average Hours | | | Average Hourly Earnings | | | Average Weekly Wages | | |
|---|---|---|---|---|---|---|---|---|---|
| | July 1 1954 | June 1 1954 | July 1 1953 | July 1 1954 | June 1 1954 | July 1 1953 | July 1 1954 | June 1 1954 | July 1 1953 |
| | No. | no. | no. | cts. | cts. | cts. | $ | $ | $ |
| **Mining** | **42·8** | **42·7** | **42·9** | **156·0** | **157·0** | **153·0** | **66.77** | **67.04** | **65.64** |
| Metal mining | 44·1 | 44·4 | 44·6 | 160·7 | 161·7 | 155·6 | 70.87 | 71.79 | 69.40 |
| Gold | 46·0 | 46·3 | 46·2 | 139·1 | 139·7 | 133·3 | 63.99 | 64.68 | 61.58 |
| Other metal | 43·0 | 43·4 | 43·5 | 173·8 | 175·3 | 170·3 | 74.73 | 76.08 | 74.08 |
| Fuels | 39·8 | 38·8 | 39·0 | 151·2 | 152·1 | 153·4 | 60.18 | 59.01 | 59·83 |
| Coal | 39·4 | 38·1 | 37·6 | 146·3 | 146·5 | 149·9 | 57.64 | 55.82 | 56.36 |
| Oil and natural gas | 41·3 | 40·8 | 43·4 | 166·8 | 169·5 | 163·7 | 68.89 | 69.16 | 71.05 |
| Non-metal | 42·9 | 42·7 | 43·8 | 144·8 | 145·1 | 141·5 | 62.12 | 61.96 | 61.98 |
| **Manufacturing** | **40·5** | **39·8** | **41·3** | **141·7** | **142·2** | **136·2** | **57.39** | **56.60** | **56.25** |
| Food and beverages | 41·4 | 41·1 | 41·5 | 121·6 | 123·4 | 114·5 | 50.34 | 50.72 | 47.52 |
| Meat products | 41·5 | 41·2 | 39·9 | 149·0 | 149·8 | 141·9 | 61.84 | 61.72 | 56.62 |
| Canned and preserved fruits and vegetables | 37·7 | 38·0 | 38·8 | 101·5 | 105·7 | 93·5 | 38.27 | 40.17 | 36.28 |
| Grain mill products | 42·2 | 41·4 | 43·5 | 138·0 | 138·5 | 128·6 | 58.24 | 57.34 | 55.94 |
| Bread and other bakery products | 44·1 | 43·9 | 44·0 | 109·2 | 109·1 | 104·4 | 48.16 | 47.89 | 45.94 |
| Distilled and malt liquors | 40·9 | 39·9 | 43·1 | 156·2 | 157·2 | 142·2 | 63.89 | 62.72 | 61.29 |
| Tobacco and tobacco products | 40·6 | 40·4 | 40·8 | 143·2 | 143·1 | 133·0 | 58.14 | 57.81 | 54.26 |
| Rubber products | 40·5 | 39·4 | 41·5 | 146·7 | 148·1 | 143·8 | 59.41 | 58.35 | 59.68 |
| Leather products | 37·5 | 36·9 | 38·8 | 100·8 | 99·5 | 96·8 | 37.80 | 36.72 | 37.56 |
| Boots and shoes (except rubber) | 36·7 | 36·0 | 38·0 | 97·2 | 95·9 | 92·7 | 35.67 | 34.52 | 35.23 |
| Textile products (except clothing) | 41·0 | 39·8 | 41·0 | 110·9 | 111·6 | 107·6 | 45.47 | 44.42 | 44.12 |
| Cotton yarn and broad woven goods | 38·7 | 37·7 | 38·6 | 111·7 | 112·4 | 110·2 | 43.23 | 42.37 | 42.54 |
| Woollen goods | 43·1 | 40·3 | 43·2 | 104·3 | 104·6 | 101·0 | 44.95 | 42.15 | 43.63 |
| Synthetic textiles and silk | 43·0 | 42·4 | 42·8 | 116·3 | 117·6 | 110·2 | 50.01 | 49.86 | 47.17 |
| Clothing (textile and fur) | 34·7 | 34·2 | 36·7 | 98·8 | 98·4 | 95·3 | 34.28 | 33.65 | 34.98 |
| Men's clothing | 34·8 | 33·1 | 36·8 | 97·3 | 97·7 | 93·9 | 33.86 | 32.34 | 34.56 |
| Women's clothing | 31·9 | 33·0 | 33·6 | 103·2 | 100·0 | 99·6 | 32.92 | 33.00 | 33.47 |
| Knit goods | 36·3 | 35·9 | 38·4 | 99·5 | 100·1 | 95·5 | 36.12 | 35.94 | 36.67 |
| *Wood products | 41·6 | 40·1 | 42·2 | 125·3 | 125·5 | 119·4 | 52.12 | 50.33 | 50.39 |
| Saw and planing mills | 41·3 | 39·7 | 41·6 | 132·3 | 132·9 | 125·7 | 54.64 | 52.76 | 52.29 |
| Furniture | 41·6 | 40·5 | 42·9 | 114·8 | 115·0 | 110·6 | 47.76 | 46.58 | 47.45 |
| Other wood products | 43·3 | 41·3 | 43·7 | 108·5 | 108·3 | 105·4 | 46.98 | 44.73 | 46.06 |
| Paper products | 42·8 | 42·3 | 43·9 | 160·6 | 160·9 | 151·6 | 68.74 | 68.06 | 66.55 |
| Pulp and paper mills | 43·1 | 42·7 | 44·2 | 171·0 | 171·7 | 161·6 | 73.70 | 73.32 | 71.43 |
| Other paper products | 41·8 | 40·9 | 42·9 | 127·5 | 126·6 | 121·4 | 53.30 | 51.78 | 52.08 |
| Printing, publishing and allied industries | 40·2 | 40·1 | 40·1 | 165·8 | 166·3 | 159·1 | 66.65 | 66.69 | 63.80 |
| *Iron and steel products | 41·0 | 40·1 | 41·7 | 158·1 | 157·6 | 153·5 | 64.82 | 63.20 | 64.01 |
| Agricultural implements | 39·6 | 39·6 | 38·7 | 167·6 | 166·9 | 161·0 | 66.37 | 66.09 | 62.31 |
| Fabricated and structural steel | 41·7 | 39·6 | 41·8 | 167·9 | 166·9 | 160·9 | 70.01 | 66.09 | 67.26 |
| Hardware and tools | 41·1 | 40·3 | 42·6 | 143·4 | 142·9 | 137·4 | 58.94 | 57.59 | 58.53 |
| Heating and cooking appliances | 40·8 | 40·2 | 41·5 | 139·2 | 139·3 | 134·0 | 56.79 | 56.00 | 55.61 |
| Iron castings | 41·2 | 39·8 | 42·5 | 155·8 | 156·2 | 149·8 | 64.19 | 62.17 | 63.67 |
| Machinery manufacturing | 41·8 | 41·0 | 42·8 | 152·5 | 151·8 | 145·7 | 63.75 | 62.24 | 62.36 |
| Primary iron and steel | 40·1 | 40·1 | 40·8 | 171·1 | 171·3 | 170·5 | 68.61 | 68.69 | 69.56 |
| Sheet metal products | 41·9 | 39·9 | 41·7 | 154·5 | 151·0 | 145·0 | 64.74 | 60.25 | 60.47 |
| *Transportation equipment | 40·1 | 39·3 | 41·7 | 161·1 | 161·8 | 157·1 | 64.60 | 63.59 | 65.51 |
| Aircraft and parts | 41·1 | 41·3 | 42·9 | 168·7 | 166·5 | 156·5 | 69.34 | 68.76 | 67.14 |
| Motor vehicles | 38·5 | 36·0 | 42·6 | 170·2 | 170·0 | 171·2 | 65.53 | 61.20 | 72.93 |
| Motor vehicle parts and accessories | 38·4 | 38·5 | 41·2 | 158·9 | 160·3 | 157·2 | 61.02 | 61.72 | 64.77 |
| Railroad and rolling stock equipment | 39·8 | 39·1 | 40·1 | 158·6 | 161·3 | 156·7 | 63.12 | 63.07 | 62.84 |
| Shipbuilding and repairing | 42·1 | 41·0 | 42·0 | 150·7 | 151·8 | 145·1 | 63.44 | 62.24 | 60.94 |
| *Non-ferrous metal products | 40·7 | 40·7 | 42·0 | 159·7 | 159·3 | 151·6 | 65.00 | 64.84 | 63.67 |
| Aluminum products | 40·1 | 40·4 | 41·7 | 146·2 | 146·4 | 142·4 | 58.63 | 59.15 | 59.38 |
| Brass and copper products | 40·8 | 40·9 | 41·6 | 150·1 | 150·4 | 140·8 | 61.24 | 61.51 | 58.57 |
| Smelting and refining | 41·1 | 41·0 | 42·6 | 171·9 | 171·1 | 164·0 | 70.65 | 70.15 | 69.86 |
| *Electrical apparatus and supplies | 40·0 | 39·4 | 41·4 | 151·4 | 151·2 | 144·4 | 60.56 | 59.57 | 59.78 |
| Heavy electrical machinery and equipment | 40·1 | 40·0 | 41·2 | 168·0 | 167·2 | 158·7 | 67.37 | 66.88 | 65.38 |
| *Non-metallic mineral products | 43·3 | 42·2 | 43·8 | 141·5 | 141·7 | 134·8 | 61.27 | 59.80 | 59.04 |
| Clay products | 44·6 | 43·5 | 45·2 | 132·9 | 134·1 | 122·1 | 59.27 | 58.33 | 55.19 |
| Glass and glass products | 42·4 | 41·9 | 44·3 | 139·2 | 138·3 | 132·5 | 59.02 | 57.95 | 58.70 |
| Products of petroleum and coal | 41·1 | 41·2 | 41·5 | 188·0 | 189·1 | 180·5 | 77.27 | 77.91 | 74.91 |
| Chemical products | 41·2 | 41·5 | 41·9 | 146·3 | 144·3 | 138·2 | 60.28 | 59.88 | 57.91 |
| Medicinal and pharmaceutical preparations | 41·5 | 41·3 | 42·1 | 121·5 | 121·4 | 114·6 | 50.42 | 50.14 | 48.25 |
| Acids, alkalis and salts | 42·2 | 41·8 | 41·4 | 165·2 | 165·4 | 158·5 | 69.71 | 69.14 | 65.62 |
| Miscellaneous manufacturing industries | 40·6 | 40·1 | 41·9 | 116·7 | 116·9 | 111·6 | 47.38 | 46.88 | 46.76 |
| *Durable goods | 40·9 | 40·0 | 41·9 | 151·6 | 152·1 | 147·0 | 62.00 | 60.84 | 61.59 |
| Non-durable goods | 40·1 | 39·6 | 40·8 | 130·9 | 131·4 | 123·5 | 52.49 | 52.03 | 50.39 |
| Construction | 40·9 | 38·7 | 42·4 | 147·6 | 148·6 | 141·9 | 60.37 | 57.51 | 60.17 |
| Buildings and structures | 40·7 | 38·1 | 41·5 | 159·2 | 161·5 | 155·7 | 64.79 | 61.53 | 64.62 |
| Highways, bridges and streets | 41·3 | 39·9 | 41·9 | 122·0 | 120·1 | 111·6 | 50.39 | 47.92 | 46.76 |
| Electric and motor transportation | 45·1 | 44·9 | 45·4 | 140·5 | 139·0 | 135·8 | 63.37 | 62.41 | 61.65 |
| Service | 41·2 | 40·6 | 42·2 | 81·9 | 83·1 | 77·7 | 33.74 | 33.74 | 32.79 |
| Hotels and restaurants | 41·8 | 41·0 | 42·9 | 80·5 | 82·3 | 77·1 | 33.65 | 33.74 | 33.08 |
| Laundries and dry cleaning plants | 40·9 | 40·5 | 41·3 | 80·6 | 80·1 | 75·4 | 32.97 | 32.44 | 31.14 |

* Durable manufactured goods industries.

## TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

| Period | Average Hours Worked per Week | Average Hourly Earnings | Average Weekly Earnings | Index Numbers (av. 1949=100) | | |
|---|---|---|---|---|---|---|
| | | | | Average Weekly Earnings | Consumer Price Index | Average Real Weekly Earnings |
| | | ¢ | $ | | | |
| Monthly Average 1945 | 44·3 | 69·4 | 30·74 | 73·7 | 75·0 | 98·3 |
| Monthly Average 1946 | 42·7 | 70·0 | 29·87 | 71·6 | 77·5 | 92·4 |
| Monthly Average 1947 | 42·5 | 80·3 | 34·13 | 81·8 | 84·8 | 96·5 |
| Monthly Average 1948 | 42·2 | 91·3 | 38·53 | 92·4 | 97·0 | 95·3 |
| Monthly Average 1949 | 42·3 | 98·6 | 41·71 | 100·0 | 100·0 | 100·0 |
| Monthly Average 1950 | 42·3 | 103·6 | 43·82 | 105·1 | 102·9 | 102·1 |
| Monthly Average 1951 | 41·8 | 116·8 | 48·82 | 117·0 | 113·7 | 102·9 |
| Monthly Average 1952 | 41·5 | 129·2 | 53·62 | 128·6 | 116·5 | 110·4 |
| Monthly Average 1953 | 41·3 | 135·8 | 56·09 | 134·5 | 115·5 | 116·5 |
| Week Preceding: | | | | | | |
| July 1, 1953 | 41·3 | 136·2 | 56·25 | 134·9 | 115·4 | 116·9 |
| August 1, 1953 | 41·0 | 136·0 | 55·76 | 133·7 | 115·7 | 115·6 |
| September 1, 1953 | 41·0 | 135·7 | 55·64 | 133·4 | 116·2 | 114·8 |
| October 1, 1953 | 41·5 | 136·6 | 56·69 | 135·9 | 116·7 | 116·5 |
| November 1, 1953 | 41·4 | 137·4 | 56·88 | 136·4 | 116·2 | 117·4 |
| December 1, 1953 | 41·2 | 138·4 | 57·02 | 136·7 | 115·8 | 118·0 |
| January 1, 1954 | 41·0* | 140·4 | 57·56 | 138·0 | 115·7 | 119·3 |
| February 1, 1954 | 40·7 | 140·4 | 57·14 | 137·0 | 115·7 | 118·4 |
| March 1, 1954 | 41·1 | 140·6 | 57·79 | 138·6 | 115·5 | 120·0 |
| April 1, 1954 | 40·9 | 141·0 | 57·67 | 138·3 | 115·6 | 119·6 |
| May 1, 1954 | 40·6 | 141·8 | 57·57 | 138·0 | 115·5 | 119·5 |
| June 1, 1954 | 39·8 | 142·2 | 56·60 | 135·7 | 116·1 | 116·9 |
| July 1, 1954 (1) | 40·5 | 141·7 | 57·39 | 137·6 | 116·2 | 118·4 |

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures are January 1, 1954, 38·5 hours $54.05.

(1) Latest figures subject to revision.

# D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

*Form UIC 751:* This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

*Form UIC 757:* This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

## TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

| Month | Unfilled Vacancies* | | | Live Applications for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| Date Nearest: | | | | | | |
| September 1, 1948 | 42,785 | 25,876 | 68,661 | 57,497 | 29,269 | 86,766 |
| September 1, 1949 | 19,940 | 22,620 | 42,560 | 97,684 | 39,667 | 137,351 |
| September 1, 1950 | 29,631 | 16,558 | 46,189 | 97,634 | 53,969 | 151,603 |
| September 1, 1951 | 43,331 | 15,966 | 59,297 | 79,627 | 47,509 | 127,136 |
| September 1, 1952 | 26,178 | 20,870 | 47,048 | 105,169 | 51,121 | 156,290 |
| September 1, 1953 | 24,203 | 20,321 | 44,524 | 113,191 | 48,634 | 161,825 |
| October 1, 1953 | 24,025 | 17,806 | 41,831 | 117,827 | 53,453 | 171,280 |
| November 1, 1953 | 15,282 | 13,058 | 28,340 | 144,520 | 60,997 | 205,517 |
| December 1, 1953 | 15,446 | 11,868 | 27,314 | 241,094 | 74,513 | 315,607 |
| January 1, 1954 | 8,298 | 9,121 | 17,419 | 354,965 | 84,306 | 439,271 |
| February 1, 1954 | 8,406 | 9,575 | 17,981 | 439,633 | 103,112 | 542,745 |
| March 1, 1954 | 9,014 | 10,176 | 19,190 | 457,029 | 105,622 | 562,651 |
| April 1, 1954 | 11,434 | 12,293 | 23,727 | 466,120 | 101,933 | 568,053 |
| May 1, 1954 | 14,942 | 15,335 | 30,277 | 378,873 | 86,818 | 465,691 |
| June 1, 1954 | 14,284 | 15,790 | 30,074 | 237,848 | 76,782 | 314,630 |
| July 1, 1954 | 13,251 | 14,417 | 27,668 | 201,931 | 81,112 | 283,043 |
| August 1, 1954 (1) | 12,113 | 12,913 | 25,026 | 181,457 | 77,396 | 258,853 |
| September 1, 1954 (1) | 13,691 | 14,110 | 27,801 | 180,407 | 70,472 | 250,879 |

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

## TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 30, 1954[1]

(SOURCE: Form U.I.C. 751)

| Industry | Male | Female | Total | Change from June 30, 1954 | Change from July 31, 1953 |
|---|---|---|---|---|---|
| **Agriculture, Fishing, Trapping** | **850** | **869** | **1,719** | **— 386** | **+ 20** |
| **Forestry** | **936** | **7** | **943** | **— 328** | **+ 10** |
| **Mining, Quarrying and Oil Wells** | **672** | **42** | **714** | **— 45** | **+ 53** |
| Metal Mining | 134 | 12 | 146 | — 4 | — 206 |
| Fuels | 163 | 12 | 175 | + 48 | + 56 |
| Non-Metal Mining | 330 | 2 | 332 | — 94 | + 189 |
| Quarrying, Clay and Sand Pits | 18 | ..... | 18 | + 8 | + 1 |
| Prospecting | 27 | 16 | 43 | — 3 | + 13 |
| **Manufacturing** | **2,630** | **3,117** | **5,747** | **+ 1,031** | **— 4,326** |
| Foods and Beverages | 737 | 756 | 1,493 | + 803 | — 139 |
| Tobacco and Tobacco Products | 8 | ..... | 8 | — 5 | + 3 |
| Rubber Products | 22 | 23 | 45 | + 6 | — 94 |
| Leather Products | 49 | 169 | 218 | + 60 | — 158 |
| Textile Products (except clothing) | 83 | 149 | 232 | — 13 | — 162 |
| Clothing (textile and fur) | 114 | 1,387 | 1,501 | + 597 | — 889 |
| Wood Products | 346 | 53 | 399 | — 105 | — 350 |
| Paper Products | 67 | 31 | 98 | — 67 | — 74 |
| Printing, Publishing and Allied Industries | 89 | 80 | 169 | — 52 | — 162 |
| Iron and Steel Products | 356 | 95 | 451 | — 99 | — 476 |
| Transportation Equipment | 304 | 36 | 340 | — 2 | — 1,002 |
| Non-Ferrous Metal Products | 63 | 31 | 94 | — 27 | — 120 |
| Electrical Apparatus and Supplies | 173 | 100 | 273 | — 17 | — 237 |
| Non-Metallic Mineral Products | 46 | 19 | 65 | — 9 | — 113 |
| Products of Petroleum and Coal | 5 | 10 | 15 | — 8 | — 28 |
| Chemical Products | 118 | 83 | 201 | — 51 | — 167 |
| Miscellaneous Manufacturing Industries | 50 | 95 | 145 | + 20 | — 158 |
| **Construction** | **1,837** | **85** | **1,922** | **— 57** | **— 1,851** |
| General Contractors | 1,249 | 54 | 1,303 | — 130 | — 1,564 |
| Special Trade Contractors | 588 | 31 | 619 | + 73 | — 287 |
| **Transportation, Storage and Communication** | **641** | **225** | **866** | **+ 6** | **— 587** |
| Transportation | 529 | 70 | 599 | + 81 | — 537 |
| Storage | 24 | 21 | 45 | — 52 | — 20 |
| Communication | 88 | 134 | 222 | — 23 | — 30 |
| **Public Utility Operation** | **67** | **20** | **87** | **+ 23** | **— 88** |
| **Trade** | **1,576** | **1,761** | **3,337** | **— 430** | **— 1,878** |
| Wholesale | 525 | 435 | 960 | — 227 | — 453 |
| Retail | 1,051 | 1,326 | 2,377 | — 203 | — 1,425 |
| **Finance, Insurance and Real Estate** | **548** | **417** | **965** | **— 310** | **— 1,080** |
| **Service** | **2,364** | **6,787** | **9,151** | **— 1,862** | **— 2,816** |
| Community or Public Service | 378 | 1,192 | 1,570 | — 114 | — 526 |
| Government Service | 886 | 455 | 1,341 | — 97 | — 345 |
| Recreation Service | 294 | 118 | 412 | — 55 | + 101 |
| Business Service | 295 | 490 | 785 | + 176 | — 121 |
| Personal Service | 511 | 4,532 | 5,043 | — 1,772 | — 1,925 |
| **Grand Total** | **12,121** | **13,330** | **25,451** | **— 2,358** | **— 12,543** |

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

## TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND SEX AS AT JULY 29, 1954 [1]

(SOURCE: Form U.I.C. 757)

| Occupational Group | Unfilled Vacancies | | | Live Applications for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| Professional and managerial workers | 1,373 | 907 | 2,280 | 4,628 | 1,122 | 5,750 |
| Clerical workers | 857 | 2,541 | 3,398 | 10,141 | 20,146 | 30,287 |
| Sales workers | 1,382 | 925 | 2,307 | 4,282 | 9,087 | 13,369 |
| Personal and domestic service workers | 842 | 5,238 | 6,080 | 19,578 | 11,819 | 31,397 |
| Seamen | ..... | ..... | ..... | 846 | 1 | 847 |
| Agriculture and fishing | 1,069 | 574 | 1,643 | 1,266 | 269 | 1,535 |
| Skilled and semiskilled workers | 4,602 | 1,989 | 6,591 | 80,355 | 20,448 | 100,803 |
| Food and kindred products (inc. tobacco) | 70 | 13 | 83 | 909 | 511 | 1,420 |
| Textiles, clothing, etc. | 134 | 1,633 | 1,767 | 4,015 | 13,184 | 17,199 |
| Lumber and wood products | 1,047 | 1 | 1,048 | 7,402 | 191 | 7,593 |
| Pulp, paper (inc. printing) | 48 | 16 | 64 | 993 | 323 | 1,316 |
| Leather and leather products | 41 | 118 | 159 | 1,075 | 1,013 | 2,088 |
| Stone, clay and glass products | 15 | ..... | 15 | 249 | 53 | 302 |
| Metalworking | 400 | 17 | 417 | 15,058 | 1,220 | 16,278 |
| Electrical | 98 | 11 | 109 | 1,756 | 1,203 | 2,959 |
| Transportation equipment | 16 | ..... | 16 | 1,527 | 112 | 1,639 |
| Mining | 88 | ..... | 88 | 1,207 | ..... | 1,207 |
| Construction | 1,000 | 1 | 1,001 | 14,664 | 3 | 14,667 |
| Transportation (except seamen) | 444 | 6 | 450 | 11,496 | 94 | 11,590 |
| Communications and public utility | 68 | 1 | 69 | 455 | 2 | 457 |
| Trade and service | 171 | 135 | 306 | 2,248 | 1,332 | 3,580 |
| Other skilled and semiskilled | 778 | 34 | 812 | 12,846 | 866 | 13,712 |
| Foremen | 76 | 3 | 79 | 1,644 | 332 | 1,976 |
| Apprentices | 108 | ..... | 108 | 2,811 | 9 | 2,820 |
| Unskilled workers | 1,999 | 728 | 2,727 | 60,361 | 14,504 | 74,865 |
| Food and tobacco | 384 | 419 | 803 | 1,650 | 2,292 | 3,942 |
| Lumber and lumber products | 163 | 7 | 170 | 5,343 | 272 | 5,615 |
| Metalworking | 36 | 17 | 53 | 6,947 | 582 | 7,529 |
| Construction | 634 | ..... | 634 | 20,452 | 1 | 20,453 |
| Other unskilled workers | 782 | 285 | 1,067 | 25,969 | 11,357 | 37,326 |
| **Grand Total** | **12,124** | **12,902** | **25,026** | **181,457** | **77,396** | **258,853** |

[1] Preliminary—subject to revision.

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES JULY, 1954, LIVE APPLICATIONS AT SEPTEMBER 2, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C. 757 [2] Live Applications at September 2, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **Newfoundland** | **433** | **583** | **520** | **27** | **7,023** | **2,719** | **639** | **274** | **38** | **229** | **4,974** | **4,221** |
| Corner Brook | 16 | 163 | 39 | 9 | 2,115 | 540 | 147 | 107 | 9 | 19 | 1,700 | 1,521 |
| Grand Falls | 1 | 3 | 1 | ..... | 520 | 184 | 17 | 1 | ..... | 12 | 380 | 325 |
| St. John's | 416 | 417 | 480 | 18 | 4,388 | 1,995 | 475 | 166 | 29 | 198 | 2,894 | 2,375 |
| **Prince Edward Island** | **509** | **1,234** | **676** | **5** | **1,206** | **1,250** | **977** | **686** | **149** | **26** | **1,035** | **890** |
| Charlottetown | 338 | 610 | 177 | ..... | 740 | 876 | 738 | 615 | 39 | 14 | 640 | 486 |
| Summerside | 171 | 624 | 499 | 5 | 466 | 374 | 239 | 71 | 110 | 12 | 395 | 404 |
| **Nova Scotia** | **1,386** | **2,364** | **1,188** | **31** | **12,500** | **6,917** | **3,000** | **1,401** | **470** | **290** | **12,220** | **11,843** |
| Amherst | 8 | 150 | 27 | ..... | 416 | 457 | 172 | 112 | 8 | 17 | 484 | 409 |
| Bridgewater | 62 | 40 | 44 | ..... | 403 | 249 | 30 | 20 | 3 | 2 | 379 | 397 |
| Halifax | 886 | 1,061 | 689 | ..... | 4,459 | 2,366 | 1,273 | 494 | 274 | 37 | 4,081 | 3,481 |
| Inverness | 2 | 25 | 1 | ..... | 461 | 64 | 27 | 23 | ..... | ..... | 295 | 297 |
| Kentville | 86 | 100 | 64 | 2 | 1,007 | 234 | 118 | 105 | 2 | 4 | 840 | 840 |
| Liverpool | 67 | 48 | 68 | 5 | 218 | 109 | 42 | 32 | 1 | ..... | 214 | 154 |
| New Glasgow | 62 | 244 | 72 | 1 | 1,250 | 1,398 | 318 | 145 | 68 | 3 | 1,991 | 1,669 |
| Springhill | 1 | 28 | 9 | ..... | 250 | 257 | 42 | 14 | ..... | 2 | 354 | 1,245 |
| Sydney | 144 | 455 | 159 | ..... | 2,801 | 1,193 | 668 | 309 | 102 | 115 | 2,574 | 2,388 |
| Truro | 49 | 183 | 30 | 23 | 548 | 375 | 168 | 127 | 10 | 1 | 442 | 426 |
| Yarmouth | 19 | 30 | 25 | ..... | 687 | 215 | 142 | 20 | 2 | 109 | 566 | 537 |
| **New Brunswick** | **1,170** | **4,055** | **988** | **382** | **13,153** | **6,977** | **3,891** | **2,920** | **284** | **134** | **10,614** | **9,139** |
| Bathurst | 14 | 54 | 15 | ..... | 1,033 | 358 | 71 | 43 | 4 | 8 | 655 | 557 |
| Campbellton | 41 | 90 | 36 | ..... | 897 | 263 | 94 | 60 | 4 | 6 | 589 | 585 |
| Edmundston | 23 | 138 | 20 | ..... | 735 | 332 | 162 | 69 | 24 | 3 | 659 | 383 |
| Fredericton | 149 | 1,859 | 206 | 54 | 2,045 | 1,893 | 1,752 | 1,629 | 44 | ..... | 1,133 | 798 |
| Minto | 21 | 82 | 14 | ..... | 520 | 430 | 148 | 85 | 4 | 18 | 509 | 531 |
| Moncton | 613 | 1,023 | 473 | 287 | 2,368 | 1,735 | 720 | 493 | 110 | 25 | 2,160 | 1,912 |
| Newcastle | 14 | 44 | 10 | ..... | 930 | 291 | 105 | 31 | 1 | 13 | 725 | 660 |
| Saint John | 227 | 489 | 180 | ..... | 3,104 | 1,220 | 596 | 338 | 88 | 52 | 2,863 | 2,624 |
| St. Stephen | 38 | 130 | 19 | 34 | 945 | 206 | 136 | 102 | 3 | ..... | 793 | 652 |
| Sussex | 19 | 81 | 8 | 7 | 164 | 95 | 65 | 50 | 2 | 9 | 131 | 123 |
| Woodstock | 11 | 65 | 7 | ..... | 412 | 154 | 42 | 20 | ..... | ..... | 397 | 314 |
| **Quebec** | **7,722** | **22,403** | **6,625** | **605** | **92,681** | **53,833** | **24,355** | **13,590** | **3,195** | **586** | **83,567** | **72,310** |
| Asbestos | 42 | 130 | 30 | 10 | 276 | 207 | 120 | 108 | ..... | ..... | 218 | 377 |
| Beauharnois | 6 | 137 | 13 | 24 | 510 | 255 | 106 | 96 | 5 | ..... | 463 | 420 |
| Buckingham | 25 | 64 | 16 | ..... | 429 | 246 | 81 | 57 | 2 | 2 | 399 | 395 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Causapscal | 25 | 177 | 15 | ..... | 1,092 | 236 | 212 | 183 | ..... | 41 | 388 | 293 |
| Chandler | 8 | 3 | 2 | 1 | 222 | 110 | 6 | 5 | ..... | ..... | 213 | 211 |
| Chicoutimi | 112 | 386 | 64 | 7 | 1,018 | 997 | 544 | 240 | 71 | 5 | 895 | 695 |
| Dolbeau | 6 | 28 | 5 | ..... | 652 | 324 | 21 | 16 | 3 | ..... | 531 | 368 |
| Drummondville | 50 | 222 | 49 | ..... | 1,710 | 848 | 286 | 159 | 2 | 12 | 1,880 | 1,643 |
| Farnham | 95 | 195 | 41 | 43 | 749 | 304 | 187 | 137 | ..... | 7 | 290 | 324 |
| Forestville | 3 | 20 | 2 | 11 | 540 | 162 | 8 | 8 | ..... | ..... | 370 | 270 |
| Gaspe | 17 | 21 | 6 | 1 | 245 | 222 | 27 | 13 | ..... | 1 | 212 | 160 |
| Granby | 26 | 139 | 23 | ..... | 1,296 | 1,572 | 237 | 126 | 6 | 4 | 1,756 | 1,185 |
| Hull | 65 | 230 | 55 | 31 | 1,209 | 774 | 236 | 148 | 9 | 9 | 1,076 | 1,186 |
| Joliette | 151 | 265 | 125 | 25 | 1,343 | 1,231 | 277 | 141 | 6 | ..... | 1,647 | 1,417 |
| Jonquiere | 78 | 387 | 36 | 7 | 1,366 | 1,209 | 511 | 310 | 20 | 14 | 1,185 | 924 |
| Lachute | 12 | 70 | 12 | 5 | 365 | 188 | 74 | 47 | 3 | 1 | 270 | 274 |
| La Malbaie | 9 | 20 | 3 | 5 | 372 | 85 | 12 | 12 | ..... | ..... | 156 | 130 |
| La Tuque | 14 | 184 | 77 | 24 | 360 | 359 | 116 | 81 | 2 | ..... | 345 | 303 |
| Levis | 130 | 222 | 131 | 9 | 2,007 | 778 | 206 | 144 | 20 | 4 | 1,813 | 1,362 |
| Louiseville | 26 | 90 | 42 | ..... | 554 | 539 | 73 | 52 | 3 | 1 | 714 | 622 |
| Maniwaki | 2 | 347 | 9 | 2 | 240 | 383 | 352 | 333 | 4 | ..... | 167 | 104 |
| Matane | 100 | 47 | 25 | ..... | 641 | 388 | 97 | 16 | 1 | 6 | 558 | 424 |
| Megantic | 94 | 310 | 14 | ..... | 656 | 324 | 244 | 234 | 12 | ..... | 370 | 423 |
| Mont-Laurier | 6 | 11 | 5 | 4 | 516 | 202 | 7 | 2 | ..... | ..... | 646 | 497 |
| Montmagny | 15 | 32 | 16 | ..... | 780 | 414 | 41 | 11 | 3 | ..... | 656 | 566 |
| Montreal | 3,797 | 11,383 | 3,410 | 10 | 39,871 | 22,004 | 11,254 | 5,945 | 2,380 | 290 | 37,181 | 32,354 |
| New Richmond | 7 | 203 | 4 | 28 | 462 | 244 | 167 | 160 | ..... | 1 | 276 | 297 |
| Port Alfred | 10 | 78 | 9 | 4 | 624 | 183 | 79 | 63 | ..... | ..... | 281 | 176 |
| Quebec | 646 | 1,794 | 474 | 1 | 6,165 | 4,650 | 2,640 | 1,038 | 369 | 12 | 5,765 | 5,285 |
| Rimouski | 22 | 46 | 19 | 1 | 1,215 | 348 | 118 | 34 | ..... | 48 | 658 | 644 |
| Riviere du Loup | 339 | 92 | 296 | ..... | 1,452 | 303 | 126 | 99 | ..... | 12 | 1,084 | 987 |
| Roberval | 19 | 77 | 32 | ..... | 610 | 198 | 103 | 35 | 17 | ..... | 552 | 260 |
| Rouyn | 79 | 266 | 82 | ..... | 2,888 | 553 | 280 | 99 | 45 | 2 | 1,464 | 1,270 |
| Ste. Agathe | 38 | 179 | 11 | 103 | 310 | 239 | 98 | 71 | 2 | ..... | 302 | 306 |
| Ste. Anne de Bellevue | 25 | 118 | 15 | 24 | 330 | 213 | 98 | 89 | 1 | ..... | 327 | 322 |
| Ste. Therese | 192 | 256 | 56 | 55 | 1,112 | 810 | 304 | 288 | 1 | 3 | 950 | 765 |
| St. Georges Est | 481 | 567 | 298 | ..... | 873 | 953 | 744 | 651 | ..... | 10 | 722 | 616 |
| St. Hyacinthe | 40 | 207 | 145 | ..... | 1,321 | 629 | 265 | 69 | 8 | 7 | 1,440 | 1,168 |
| St. Jean | 104 | 319 | 79 | 43 | 1,162 | 632 | 346 | 225 | 9 | 7 | 1,074 | 1,059 |
| St. Jerome | 25 | 243 | 31 | 13 | 859 | 1,206 | 243 | 189 | ..... | 22 | 659 | 575 |
| St. Joseph d'Alma | 34 | 96 | 24 | ..... | 753 | 510 | 104 | 86 | 4 | ..... | 781 | 669 |
| Sept Iles | 10 | 296 | 24 | 92 | 395 | 121 | 205 | 181 | 6 | ..... | 131 | 143 |
| Shawinigan Falls | 65 | 249 | 25 | ..... | 1,780 | 1,025 | 320 | 232 | 4 | 7 | 1,765 | 1,539 |
| Sherbrooke | 163 | 702 | 142 | 11 | 2,949 | 1,535 | 724 | 434 | 104 | 11 | 2,720 | 2,670 |
| Sorel | 42 | 84 | 20 | ..... | 1,301 | 531 | 92 | 75 | ..... | 2 | 1,323 | 1,486 |
| Thetford Mines | 64 | 228 | 65 | 5 | 719 | 509 | 240 | 175 | 1 | ..... | 704 | 524 |
| Three Rivers | 148 | 672 | 379 | 3 | 2,803 | 2,104 | 1,024 | 319 | 26 | 26 | 3,303 | 2,096 |
| Val d'Or | 39 | 92 | 46 | 1 | 973 | 512 | 87 | 32 | 2 | 1 | 893 | 732 |
| Valleyfield | 88 | 204 | 33 | 2 | 1,521 | 713 | 355 | 152 | 34 | 12 | 1,163 | 1,082 |
| Victoriaville | 128 | 215 | 90 | ..... | 1,085 | 751 | 258 | 170 | 10 | 6 | 831 | 712 |
| **Ontario** | **8,590** | **32,969** | **7,386** | **847** | **101,527** | **81,725** | **35,767** | **18,642** | **7,309** | **837** | **100,406** | **104,520** |
| Arnprior | 22 | 118 | 13 | 8 | 82 | 142 | 147 | 112 | 6 | 1 | 94 | 85 |
| Barrie | 166 | 412 | 112 | 24 | 812 | 709 | 468 | 267 | 50 | ..... | 755 | 720 |
| Belleville | 69 | 220 | 72 | 1 | 829 | 510 | 188 | 123 | 49 | 2 | 766 | 816 |
| Bracebridge | 255 | 381 | 79 | 47 | 248 | 348 | 358 | 292 | 4 | 2 | 212 | 271 |
| Brampton | 51 | 176 | 35 | 26 | 275 | 260 | 167 | 141 | 6 | ..... | 243 | 308 |
| Brantford | 54 | 424 | 48 | 7 | 1,982 | 1,699 | 479 | 299 | 81 | 16 | 2,251 | 1,890 |
| Brockville | 23 | 113 | 17 | 4 | 324 | 298 | 136 | 95 | 11 | 3 | 292 | 250 |
| Carleton Place | 7 | 27 | 4 | ..... | 183 | 151 | 42 | 26 | ..... | ..... | 248 | 195 |
| Chatham | 81 | 501 | 345 | 14 | 1,427 | 748 | 260 | 84 | 63 | 2 | 1,428 | 1,249 |

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES JULY, 1954, LIVE APPLICATIONS AT SEPTEMBER 2, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C. 757 [2] Live Applications at September 2, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **Ontario**—Con. | | | | | | | | | | | | |
| Cobourg | 27 | 198 | 7 | ..... | 340 | 231 | 260 | 186 | 12 | 2 | 359 | 398 |
| Collingwood | 28 | 135 | 37 | 7 | 756 | 273 | 102 | 83 | 6 | 3 | 723 | 650 |
| Cornwall | 67 | 1,332 | 205 | 34 | 1,378 | 2,121 | 1,246 | 917 | 205 | 1 | 1,551 | 1,415 |
| Fort Erie | 15 | 77 | 26 | 5 | 252 | 221 | 76 | 39 | 4 | ..... | 256 | 367 |
| Fort Frances | 12 | 74 | 15 | ..... | 179 | 128 | 74 | 36 | 28 | 1 | 137 | 138 |
| Fort William | 82 | 378 | 58 | 7 | 1,502 | 820 | 486 | 278 | 68 | 33 | 1,086 | 977 |
| Galt | 50 | 196 | 54 | 3 | 1,022 | 766 | 208 | 122 | 30 | 4 | 1,227 | 1,048 |
| Gananoque | 3 | 83 | 2 | ..... | 151 | 188 | 101 | 50 | 28 | ..... | 148 | 122 |
| Goderich | 38 | 112 | 25 | 16 | 181 | 260 | 130 | 61 | 9 | 2 | 191 | 201 |
| Guelph | 124 | 307 | 89 | 14 | 1,443 | 796 | 370 | 202 | 18 | 4 | 1,318 | 1,346 |
| Hamilton | 451 | 1,583 | 422 | 33 | 9,272 | 5,622 | 2,121 | 987 | 311 | 8 | 8,979 | 9,406 |
| Hawkesbury | 20 | 47 | 16 | 5 | 275 | 110 | 40 | 26 | 3 | 1 | 207 | 192 |
| Ingersoll | 15 | 128 | 34 | ..... | 515 | 281 | 127 | 77 | 20 | 5 | 490 | 361 |
| Kapuskasing | 33 | 104 | 13 | 5 | 405 | 165 | 139 | 85 | ..... | ..... | 349 | 312 |
| Kenora | 40 | 60 | 12 | 4 | 191 | 97 | 67 | 46 | 14 | ..... | 141 | 162 |
| Kingston | 151 | 823 | 190 | 18 | 887 | 1,126 | 877 | 645 | 40 | 4 | 756 | 729 |
| Kirkland Lake | 36 | 116 | 34 | 2 | 550 | 276 | 153 | 64 | 22 | 18 | 522 | 528 |
| Kitchener | 95 | 398 | 76 | 1 | 1,769 | 1,730 | 528 | 199 | 137 | 6 | 2,077 | 1,752 |
| Leamington | 32 | 288 | 17 | 2 | 858 | 1,229 | 307 | 81 | 179 | ..... | 1,119 | 533 |
| Lindsay | 50 | 94 | 38 | 3 | 627 | 260 | 67 | 23 | 22 | ..... | 611 | 718 |
| Listowel | 18 | 53 | 23 | 2 | 186 | 94 | 46 | 30 | ..... | 3 | 156 | 175 |
| London | 528 | 1,193 | 399 | ..... | 3,290 | 3,434 | 1,466 | 660 | 258 | 105 | 3,265 | 2,905 |
| Midland | 26 | 68 | 20 | 2 | 537 | 276 | 68 | 48 | 7 | ..... | 587 | 573 |
| Napanee | 11 | 43 | 6 | 6 | 235 | 108 | 48 | 30 | 4 | 2 | 189 | 213 |
| New Toronto | 95 | 654 | 93 | 78 | 1,295 | 1,376 | 706 | 422 | 64 | 12 | 1,215 | 1,159 |
| Niagara Falls | 54 | 472 | 47 | 14 | 1,138 | 998 | 473 | 359 | 43 | 3 | 1,170 | 1,235 |
| North Bay | 49 | 418 | 57 | 3 | 1,075 | 737 | 450 | 167 | 176 | ..... | 646 | 819 |
| Oakville | 59 | 258 | 31 | 12 | 432 | 655 | 337 | 194 | 50 | 5 | 385 | 296 |
| Orillia | 43 | 226 | 23 | 6 | 501 | 518 | 273 | 180 | 44 | ..... | 491 | 439 |
| Oshawa | 74 | 482 | 71 | 1 | 4,009 | 2,550 | 478 | 387 | 44 | 4 | 4,119 | 7,801 |
| Ottawa | 1,127 | 1,760 | 770 | 96 | 3,062 | 2,958 | 1,997 | 975 | 271 | 26 | 2,683 | 2,423 |
| Owen Sound | 58 | 180 | 35 | 9 | 922 | 658 | 271 | 110 | 42 | 1 | 905 | 650 |
| Parry Sound | 5 | 52 | ..... | 2 | 142 | 84 | 64 | 45 | ..... | ..... | 104 | 100 |
| Pembroke | 111 | 504 | 70 | 13 | 875 | 1,079 | 580 | 315 | 132 | ..... | 697 | 811 |
| Perth | 50 | 63 | 35 | 6 | 200 | 123 | 73 | 48 | 13 | ..... | 176 | 208 |
| Peterborough | 104 | 700 | 85 | 4 | 1,594 | 1,365 | 823 | 612 | 30 | ..... | 1,554 | 1,739 |
| Picton | 27 | 87 | 3 | 30 | 153 | 140 | 63 | 68 | 1 | ..... | 108 | 77 |
| Port Arthur | 139 | 687 | 129 | 12 | 1,793 | 1,131 | 613 | 376 | 75 | 26 | 1,397 | 1,012 |
| Port Colborne | 66 | 45 | 23 | ..... | 722 | 236 | 78 | 34 | 8 | 1 | 587 | 533 |
| Prescott | 6 | 130 | 18 | ..... | 491 | 258 | 134 | 93 | 21 | 8 | 421 | 376 |
| Renfrew | 15 | 98 | 12 | ..... | 352 | 154 | 107 | 87 | ..... | 2 | 284 | 278 |
| St. Catharines | 89 | 470 | 70 | 15 | 2,846 | 1,850 | 559 | 282 | 121 | 8 | 2,928 | 3,381 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| St. Thomas | 65 | 173 | 69 | ..... | 701 | 404 | 190 | 75 | 32 | ..... | 494 | 528 |
| Sarnia | 44 | 335 | 56 | 103 | 1,328 | 834 | 290 | 154 | 24 | ..... | 1,262 | 1,336 |
| Sault Ste. Marie | 121 | 305 | 109 | 6 | 1,973 | 1,249 | 413 | 219 | 71 | 16 | 2,191 | 2,322 |
| Simcoe | 55 | 361 | 93 | 5 | 442 | 693 | 375 | 260 | 19 | 1 | 629 | 210 |
| Sioux Lookout | 35 | 111 | 14 | 25 | 142 | 149 | 94 | 66 | 12 | ..... | 107 | 106 |
| Smiths Falls | 12 | 78 | 21 | ..... | 277 | 120 | 84 | 58 | ..... | ..... | 238 | 430 |
| Stratford | 66 | 212 | 25 | 1 | 597 | 618 | 303 | 142 | 62 | 1 | 675 | 602 |
| Sturgeon Falls | 24 | 87 | 10 | 2 | 718 | 273 | 116 | 54 | 35 | ..... | 413 | 436 |
| Sudbury | 86 | 625 | 97 | 20 | 1,466 | 1,358 | 701 | 486 | 53 | 10 | 1,241 | 1,295 |
| Timmins | 119 | 223 | 57 | ..... | 1,112 | 545 | 344 | 162 | 51 | 27 | 925 | 1,008 |
| Toronto | 2,522 | 10,635 | 2,283 | 14 | 26,184 | 22,937 | 10,796 | 4,304 | 3,810 | 407 | 24,093 | 22,558 |
| Trenton | 27 | 239 | 34 | 1 | 591 | 538 | 324 | 199 | 7 | 34 | 516 | 491 |
| Walkerton | 27 | 96 | 30 | 6 | 413 | 237 | 180 | 79 | 1 | ..... | 384 | 361 |
| Wallaceburg | 8 | 106 | 3 | ..... | 388 | 367 | 111 | 35 | 68 | ..... | 412 | 583 |
| Welland | 24 | 203 | 6 | 3 | 1,663 | 734 | 326 | 175 | 31 | 4 | 1,567 | 1,249 |
| Weston | 133 | 606 | 215 | 38 | 630 | 779 | 390 | 285 | 13 | 2 | 892 | 881 |
| Windsor | 344 | 878 | 136 | 3 | 7,802 | 7,154 | 1,118 | 599 | 175 | 10 | 11,224 | 15,486 |
| Woodstock | 27 | 148 | 13 | 19 | 535 | 389 | 181 | 122 | 15 | 1 | 504 | 296 |
| **Manitoba** | **2,400** | **6,562** | **1,982** | **89** | **13,779** | **11,742** | **6,906** | **3,101** | **2,263** | **64** | **10,695** | **9,318** |
| Brandon | 311 | 479 | 220 | 5 | 690 | 816 | 523 | 229 | 158 | 5 | 471 | 472 |
| Dauphin | 21 | 72 | 19 | 1 | 428 | 254 | 85 | 44 | 16 | 6 | 285 | 219 |
| Flin Flon | 49 | 108 | 41 | 5 | 175 | 259 | 130 | 59 | 25 | 2 | 182 | 156 |
| Portage la Prairie | 38 | 172 | 36 | 2 | 457 | 403 | 169 | 130 | 18 | 3 | 431 | 352 |
| The Pas | 76 | 155 | 43 | 74 | 54 | 62 | 49 | 36 | ..... | 5 | 45 | 37 |
| Winnipeg | 1,905 | 5,576 | 1,623 | 2 | 11,975 | 9,948 | 5,950 | 2,603 | 2,046 | 43 | 9,281 | 8,082 |
| **Saskatchewan** | **1,702** | **5,502** | **1,796** | **252** | **5,685** | **7,637** | **5,260** | **2,728** | **1,379** | **327** | **4,208** | **3,938** |
| Estevan | 45 | 123 | 39 | 1 | 113 | 130 | 117 | 61 | 22 | 2 | 85 | 59 |
| Moose Jaw | 199 | 728 | 163 | 26 | 637 | 976 | 757 | 583 | 49 | 10 | 381 | 468 |
| North Battleford | 160 | 99 | 117 | 10 | 305 | 151 | 91 | 65 | 4 | 18 | 248 | 243 |
| Prince Albert | 85 | 256 | 134 | 9 | 833 | 758 | 346 | 151 | 26 | 139 | 886 | 673 |
| Regina | 357 | 1,948 | 373 | 108 | 1,406 | 2,430 | 1,736 | 921 | 568 | 44 | 812 | 805 |
| Saskatoon | 377 | 1,644 | 385 | 65 | 1,439 | 2,333 | 1,680 | 624 | 610 | 92 | 1,138 | 1,093 |
| Swift Current | 176 | 268 | 286 | 9 | 171 | 230 | 148 | 110 | 18 | 3 | 166 | 159 |
| Weyburn | 79 | 144 | 83 | 17 | 84 | 187 | 123 | 80 | 16 | ..... | 88 | 56 |
| Yorkton | 224 | 292 | 216 | 7 | 697 | 442 | 262 | 133 | 66 | 19 | 404 | 382 |
| **Alberta** | **1,957** | **8,919** | **1,844** | **98** | **14,219** | **14,835** | **9,695** | **4,192** | **2,962** | **259** | **11,056** | **10,157** |
| Blairmore | 7 | 36 | 12 | 3 | 404 | 91 | 31 | 26 | ..... | 5 | 301 | 275 |
| Calgary | 653 | 4,225 | 607 | 9 | 4,435 | 6,452 | 4,434 | 1,610 | 1,797 | 43 | 3,383 | 3,122 |
| Drumheller | 27 | 235 | 44 | 36 | 310 | 138 | 179 | 161 | 1 | ..... | 192 | 188 |
| Edmonton | 956 | 3,279 | 856 | 3 | 6,656 | 6,114 | 4,066 | 1,745 | 1,079 | 197 | 5,128 | 4,640 |
| Edson | 40 | 81 | 43 | 15 | 422 | 148 | 58 | 34 | ..... | ..... | 258 | 298 |
| Lethbridge | 126 | 568 | 130 | 10 | 838 | 881 | 479 | 344 | 38 | 8 | 750 | 644 |
| Medicine Hat | 63 | 243 | 61 | ..... | 352 | 505 | 267 | 145 | 27 | ..... | 453 | 503 |
| Red Deer | 63 | 207 | 52 | 6 | 771 | 482 | 175 | 124 | 19 | 6 | 563 | 462 |
| Yellowknife | 22 | 45 | 39 | 16 | 31 | 24 | 6 | 3 | 1 | ..... | 28 | 25 |

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES JULY, 1954, LIVE APPLICATIONS AT SEPTEMBER 2, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C. 757 ([2]) Live Applications at September 2, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **British Columbia** | **2,951** | **25,254** | **2,678** | **263** | **31,413** | **38,391** | **27,710** | **8,614** | **14,665** | **164** | **26,865** | **24,543** |
| Chilliwack | 48 | 535 | 108 | 2 | 503 | 770 | 533 | 403 | 42 | 2 | 472 | 593 |
| Courtenay | 15 | 153 | 26 | ..... | 767 | 253 | 150 | 121 | 3 | ..... | 654 | 438 |
| Cranbrook | 12 | 77 | 14 | 2 | 387 | 157 | 85 | 64 | 7 | ..... | 212 | 173 |
| Dawson Creek | 15 | 130 | 22 | ..... | 259 | 132 | 133 | 113 | ..... | ..... | 146 | 158 |
| Duncan | 46 | 267 | 31 | 17 | 273 | 377 | 290 | 180 | 31 | 2 | 261 | 459 |
| Kamloops | 114 | 301 | 100 | 27 | 517 | 360 | 313 | 225 | 4 | ..... | 346 | 349 |
| Kelowna | 32 | 431 | 5 | ..... | 517 | 552 | 457 | 389 | 57 | ..... | 271 | 348 |
| Mission City | 890 | 1,285 | 685 | 62 | 831 | 1,677 | 1,300 | 416 | 787 | ..... | 509 | 333 |
| Nanaimo | 27 | 202 | 31 | 1 | 747 | 458 | 216 | 150 | 26 | 17 | 751 | 818 |
| Nelson | 26 | 134 | 38 | 1 | 595 | 282 | 134 | 87 | 19 | 2 | 437 | 413 |
| New Westminster | 146 | 6,027 | 239 | 14 | 3,787 | 8,038 | 6,129 | 897 | 4,959 | 18 | 3,511 | 3,313 |
| Penticton | 6 | 695 | 7 | ..... | 365 | 787 | 765 | 653 | 36 | 35 | 288 | 217 |
| Port Alberni | 15 | 211 | 13 | ..... | 313 | 372 | 224 | 174 | 7 | ..... | 231 | 439 |
| Prince George | 61 | 948 | 91 | 19 | 1,266 | 1,156 | 1,259 | 820 | 13 | 10 | 622 | 423 |
| Prince Rupert | 30 | 213 | 29 | 2 | 458 | 349 | 198 | 154 | 27 | ..... | 330 | 283 |
| Princeton | 1 | 143 | 2 | ..... | 84 | 154 | 172 | 139 | 2 | ..... | 66 | 52 |
| Trail | 20 | 190 | 16 | 5 | 867 | 324 | 196 | 145 | 22 | 1 | 541 | 445 |
| Vancouver | 991 | 11,714 | 883 | ..... | 15,768 | 19,598 | 13,116 | 2,389 | 8,395 | 65 | 14,488 | 13,239 |
| Vernon | 68 | 240 | 17 | 5 | 424 | 259 | 266 | 249 | 4 | ..... | 306 | 227 |
| Victoria | 227 | 1,002 | 195 | 6 | 2,427 | 1,856 | 1,480 | 597 | 224 | 12 | 2,172 | 1,708 |
| Whitehorse | 161 | 356 | 126 | 100 | 258 | 480 | 324 | 249 | ..... | ..... | 251 | 115 |
| **Canada** | **28,820** | **109,845** | **25,683** | **2,599** | **293,186** | **226,026** | **118,230** | **56,148** | **32,714** | **2,916** | **265,640** | **250,879** |
| Males | 14,288 | 62,734 | 12,304 | 2,271 | 209,089 | 146,846 | 67,019 | 38,175 | 12,624 | 2,501 | 186,312 | 180,407 |
| Females | 14,532 | 47,111 | 13,379 | 328 | 84,097 | 79,180 | 51,211 | 17,973 | 20,090 | 415 | 79,328 | 70,472 |

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.

### TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1944-1954

| Year | Applications | | | Placements | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| 1944 | 1,583,010 | 902,273 | 2,485,283 | 1,101,854 | 638,063 | 1,739,917 |
| 1945 | 1,855,036 | 661,948 | 2,516,984 | 1,095,641 | 397,940 | 1,493,581 |
| 1946 | 1,464,533 | 494,164 | 1,958,697 | 624,052 | 235,360 | 859,412 |
| 1947 | 1,189,646 | 439,577 | 1,629,223 | 549,376 | 220,473 | 769,849 |
| 1948 | 1,197,295 | 459,332 | 1,656,627 | 497,916 | 214,424 | 712,340 |
| 1949 | 1,295,690 | 494,956 | 1,790,646 | 464,363 | 219,816 | 684,179 |
| 1950 | 1,500,763 | 575,813 | 2,076,576 | 559,882 | 230,920 | 790,802 |
| 1951 | 1,541,208 | 623,467 | 2,164,675 | 655,933 | 262,305 | 918,238 |
| 1952 | 1,781,689 | 664,485 | 2,446,174 | 677,777 | 302,730 | 980,507 |
| 1953 | 1,980,918 | 754,358 | 2,735,276 | 661,167 | 332,239 | 993,406 |
| 1954 (7 months) | 1,173,189 | 475,270 | 1,648,459 | 294,930 | 182,871 | 477,801 |

## E—Unemployment Insurance

### TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Estimated Number Receiving Benefit in Last Week of the Month* | Month of July 1954 | | | |
|---|---|---|---|---|---|
| | | Number Commencing Benefit | Days Benefit Paid (Disability Days in Brackets) | | Amount of Benefit Paid |
| | | | | | $ |
| Newfoundland | 2,414 | 712 | 73,819 | (518) | 248,591 |
| Prince Edward Island | 664 | 191 | 15,610 | (203) | 43,719 |
| Nova Scotia | 7,192 | 2,585 | 174,483 | (4,087) | 552,430 |
| New Brunswick | 6,169 | 1,714 | 153,729 | (2,347) | 489,228 |
| Quebec | 52,285 | 25,787 | 1,446,627 | (31,159) | 4,302,291 |
| Ontario | 66,135 | 28,351 | 1,561,479 | (23,759) | 4,883,279 |
| Manitoba | 5,622 | 1,683 | 150,584 | (4,105) | 435,807 |
| Saskatchewan | 2,264 | 594 | 51,197 | (1,344) | 149,156 |
| Alberta | 6,830 | 2,610 | 157,350 | (844) | 506,408 |
| British Columbia | 13,850 | 6,976 | 372,250 | (7,944) | 1,149,189 |
| Total, Canada, July, 1954 | 163,425 | 71,203 | 4,157,128 | (76,310) | 12,760,098 |
| Total, Canada, June, 1954 | 168,680 | 81,942 | 5,050,883 | (81,681) | 15,702,229 |
| Total, Canada, July, 1953 | 89,747 | 49,164 | 2,383,416 | (.....) | 7,148,024 |

*Week containing last day of the month.

## TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT JULY 30, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES * INCLUDED IN TOTAL

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province and Sex | Days Continuously on the Register | | | | | | | July 31, 1953 Total |
|---|---|---|---|---|---|---|---|---|
| | Total | 6 and less | 7–12 | 13–24 | 25–48 | 49–72 | 73 and over | |
| Newfoundland | 3,831 (16) | 622 | 376 | 379 | 651 | 547 | 1,256 | 2,969 |
| Male | 3,585 (14) | 575 | 363 | 356 | 612 | 522 | 1,157 | 2,774 |
| Female | 246 (2) | 47 | 13 | 23 | 39 | 25 | 99 | 195 |
| Prince Edward Island | 690 (11) | 116 | 60 | 108 | 120 | 88 | 198 | 537 |
| Male | 503 (7) | 85 | 46 | 83 | 89 | 57 | 143 | 369 |
| Female | 187 (4) | 31 | 14 | 25 | 31 | 31 | 55 | 168 |
| Nova Scotia | 8,436 (124) | 2,043 | 795 | 1,062 | 1,314 | 870 | 2,352 | 7,096 |
| Male | 7,246 (104) | 1,845 | 692 | 928 | 1,122 | 719 | 1,940 | 6,059 |
| Female | 1,190 (20) | 198 | 103 | 134 | 192 | 151 | 412 | 1,037 |
| New Brunswick | 7,522 (79) | 1,149 | 696 | 888 | 1,341 | 1,012 | 2,436 | 5,907 |
| Male | 6,129 (61) | 978 | 584 | 713 | 1,131 | 844 | 1,879 | 4,804 |
| Female | 1,393 (18) | 171 | 112 | 175 | 210 | 168 | 557 | 1,103 |
| Quebec | 61,148(1,109) | 11,068 | 6,085 | 7,970 | 10,600 | 7,707 | 17,718 | 43,091 |
| Male | 43,167 (706) | 8,228 | 4,455 | 5,694 | 7,201 | 5,267 | 12,322 | 29,305 |
| Female | 17,981 (403) | 2,840 | 1,630 | 2,276 | 3,399 | 2,440 | 5,396 | 13,786 |
| Ontario | 74,451 (923) | 16,817 | 7,737 | 8,968 | 12,106 | 7,944 | 20,879 | 30,395 |
| Male | 53,996 (630) | 13,057 | 5,807 | 6,494 | 8,546 | 5,644 | 14,448 | 20,197 |
| Female | 20,455 (293) | 3,760 | 1,930 | 2,474 | 3,560 | 2,300 | 6,431 | 10,198 |
| Manitoba | 7,004 (177) | 1,682 | 451 | 671 | 1,032 | 719 | 2,449 | 4,290 |
| Male | 4,253 (126) | 1,070 | 275 | 359 | 560 | 409 | 1,580 | 2,364 |
| Female | 2,751 (51) | 612 | 176 | 312 | 472 | 310 | 869 | 1,926 |
| Saskatchewan | 2,204 (41) | 353 | 195 | 258 | 334 | 207 | 857 | 1,123 |
| Male | 1,323 (33) | 210 | 101 | 130 | 202 | 120 | 560 | 635 |
| Female | 881 (8) | 143 | 94 | 128 | 132 | 87 | 297 | 488 |
| Alberta | 6,876 (121) | 1,595 | 596 | 744 | 990 | 631 | 2,320 | 2,990 |
| Male | 5,056 (95) | 1,127 | 428 | 519 | 716 | 443 | 1,823 | 1,984 |
| Female | 1,820 (26) | 468 | 168 | 225 | 274 | 188 | 497 | 1,006 |
| British Columbia | 16,751 (214) | 3,614 | 1,548 | 2,242 | 2,715 | 1,563 | 5,069 | 12,540 |
| Male | 12,245 (161) | 2,713 | 1,211 | 1,671 | 1,982 | 1,039 | 3,629 | 9,116 |
| Female | 4,506 (53) | 901 | 337 | 571 | 733 | 524 | 1,440 | 3,424 |
| CANADA | 188,913(2,815) | 39,059 | 18,539 | 23,290 | 31,203 | 21,288 | 55,534 | 110,938 |
| MALE | 137,503(1,937) | 29,888 | 13,962 | 16,947 | 22,161 | 15,064 | 39,481 | 77,607 |
| FEMALE | 51,410 (878) | 9,171 | 4,577 | 6,343 | 9,042 | 6,224 | 16,053 | 33,331 |

*Shown in brackets.

## TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JULY, 1954

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Claims filed at Local Offices | | | Disposal of Claims (including claims pending from previous months) | | | |
|---|---|---|---|---|---|---|---|
| | Total | Initial | Renewal | Total Disposed of | Entitled to Benefit | Not Entitled to Benefit | Pending |
| Newfoundland | 1,420 | 1,002 | 418 | 1,376 | 888 | 488 | 634 |
| Prince Edward Island | 276 | 186 | 90 | 265 | 206 | 59 | 79 |
| Nova Scotia | 5,186 | 2,896 | 2,290 | 4,464 | 3,121 | 1,343 | 1,752 |
| New Brunswick | 2,676 | 1,596 | 1,080 | 2,676 | 2,076 | 600 | 723 |
| Quebec | 33,756 | 18,777 | 14,979 | 34,854 | 27,832 | 7,022 | 9,085 |
| Ontario | 45,513 | 22,535 | 22,978 | 43,741 | 35,868 | 7,873 | 11,866 |
| Manitoba | 2,810 | 1,704 | 1,106 | 2,945 | 2,108 | 837 | 338 |
| Saskatchewan | 988 | 653 | 335 | 1,026 | 732 | 294 | 203 |
| Alberta | 3,901 | 2,137 | 1,764 | 4,338 | 3,350 | 988 | 765 |
| British Columbia | 9,743 | 5,226 | 4,517 | 10,059 | 7,686 | 2,373 | 1,906 |
| Total, Canada, July, 1954 | 106,269* | 56,712 | 49,557 | 105,744† | 83,867 | 21,877 | 27,351 |
| Total, Canada, June, 1954 | 114,797 | 64,628 | 50,169 | 117,005 | 96,341 | 20,664 | 26,826 |
| Total, Canada, July, 1953 | 75,869 | 45,513 | 30,356 | 78,371 | 55,776 | 22,595 | 19,216 |

*In addition, revised claims received numbered 16,401. †In addition, 16,278 revised claims were disposed of. Of these, 1,026 were special requests not granted, and 731 were appeals by claimants. There were 2,298 revised claims pending at the end of the month.

## TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Chief Reasons for Non-Entitlement | Month of July, 1954 | Month of June, 1954 | Month of July, 1953 |
|---|---|---|---|
| Benefit year not established | 8,696 | 10,276 | 7,344 |
| Claimants Disqualified* | | | |
| Not unemployed | 8,018 | 3,053 | 11,276 |
| Not capable of and not available for work | 2,155 | 2,414 | 1,807 |
| Loss of work due to a labour dispute | 507 | 407 | 152 |
| Refused offer of work and neglected opportunity to work | 801 | 1,075 | 1,005 |
| Discharged for misconduct | 737 | 830 | 638 |
| Voluntarily left employment without just cause | 4,871 | 5,345 | 4,623 |
| Failure to fulfil additional conditions imposed upon certain married women | 1,152 | 1,193 | 911 |
| Other reasons† | 1,925 | 2,418 | 1,213 |
| Total | 28,862 | 27,011 | 28,969 |

*Data for July 1954 include 6,985 on revised claims.

†These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

## TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

| At Beginning of Month: | Total | Employed | Claimants* |
|---|---|---|---|
| 1954—June | 3,150,000 | 2,902,200 | 247,800 |
| May | 3,161,000 | 2,822,600 | 338,400 |
| April | 3,317,000 | 2,805,300 | 511,700† |
| March | 3,342,000 | 2,829,400 | 512,600† |
| February | 3,339,000 | 2,844,200 | 494,800† |
| January | 3,328,000 | 2,937,000 | 391,000† |
| 1953—December | 3,276,000 | 3,037,500 | 238,500 |
| November | 3,230,000 | 3,076,400 | 153,600 |
| October | 3,220,000 | 3,100,600 | 119,400 |
| September | 3,197,000 | 3,085,700 | 111,300 |
| August | 3,171,000 | 3,060,100 | 110,900 |
| July | 3,161,000 | 3,041,200 | 119,800 |
| June | 3,116,000 | 2,972,900 | 143,100 |

*Ordinary claimants on the live unemployment register on last working day of preceding month.

†Includes supplementary benefit claimants.

## TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO AUGUST 31, 1954

Source: Unemployment Insurance Commission

| Fiscal year Ended March 31 | Receipts | | | | | Disbursements | | | Balance in Fund |
|---|---|---|---|---|---|---|---|---|---|
| | Contributions (Gross less refunds) | | Fines | Interest on Investments and Profit on Sale of Securities | Total Revenue | Benefit Payments | | | |
| | Employer and Employee | Government | | | | Ordinary | Supplementary Classes 1 and 2 | Total | |
| | $ | $ | $ | $ | $ | $ | $ | $ | $ |
| TO 1950 | 644,786,331 88 | 128,886,931 60 | 41,539 99 | 61,989,796 65 | 835,704,600 12 | 252,319,395 71 | 738,233 89 | 253,057,627 60 | 582,646,972 52 |
| 1951 | 128,744,248 84 | 25,796,703 41 | 34,656 50 | 15,630,847 06 | 170,206,455 81 | 83,082,101 75 | 5,190,949 79 | 88,273,051 54 | 664,580,376 79 |
| 1952 | 153,887,858 49 | 30,805,704 77 | 33,344 00 | 19,046,503 98 | 203,773,411 24 | 85,559,677 68 | 4,594,758 92 | 90,154,436 60 | 778,199,351 43 |
| 1953 | 155,184,595 03 | 31,036,836 18 | 36,085 94 | 22,950,737 44 | 209,208,254 59 | 128,814,174 79 | 7,008,266 57 | 135,822,441 36 | 851,585,164 66 |
| 1954 | 158,673,276 19 | 31,735,867 91 | 36,833 77 | 26,094,504 24 | 216,540,482 11 | 174,619,903 03 | 12,231,610 40 | 186,851,513 43 | 881,274,133 34 |
| TO 1954 | 1,241,276,310 43 | 248,262,043 87 | 182,460 20 | 145,712,389 37 | 1,635,433,203 87 | 724,395,250 96 | 29,763,819 57 | 754,159,070 53 | 881,274,133 34 |
| April | 13,983,783 36 | 2,791,191 90 | 2,925 75 | 2,203,262 63 | 18,981,163 64 | 25,364,305 38 | 4,456,593 48 | 29,820,898 86 | 870,434,398 12 |
| May | 13,115,221 43 | 2,610,732 42 | 2,200 00 | 2,197,571 44 | 17,925,725 29 | 20,697,662 24 | 421,760 95 | 21,119,423 19 | 867,240,700 22 |
| June | 12,114,552 80 | 2,439,791 98 | 3,807 50 | 2,310,828 32 | 16,868,980 60 | 15,685,208 51 | 15,677 10 | 15,700,885 61 | 868,408,795 21 |
| July | 13,281,935 03 | 2,655,665 24 | 3,532 00 | 2,234,212 08 | 18,175,344 35 | 12,747,220 26 | cr. 40,499 11 | 12,706,721 15 | 873,877,418 41 |
| August | *13,615,432 46 | 2,723,155 47 | 2,809 79 | 2,230,045 16 | 18,571,442 88 | 12,054,699 35 | cr. 3,811 25 | 12,050,888 10 | 880,397,973 19 |
| Sub-Total | 66,110,925 08 | 13,220,537 01 | 15,275,04 | 11,175,919 63 | 90,522,656 76 | 86,549,095 74 | 4,849,721 17 | 91,398,816 91 | 880,397,973 19 |
| Total | 1,307,387,235 51 | 261,482,580 88 | 197,735 24 | 156,888,309 00 | 1,725,955,860 63 | 810,944,346 70 | 34,613,540 74 | 845,557,887 44 | 880,397,973 19 |

*Stamps $6,063,446.85 Meter $1,533,328.71 Bulk $5,892,236.60 D.V.A. $126,420.30 Total $13,615,432.46

## TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO SEPTEMBER 1954

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

| — | Total | Food | Shelter | Clothing | Household Operation | Other Commodities and Services |
|---|---|---|---|---|---|---|
| 1949—January | 99·8 | 100·8 | 99·2 | 99·7 | 99·9 | 98·9 |
| February | 99·7 | 99·7 | 99·3 | 99·7 | 100·2 | 99·4 |
| March | 99·4 | 98·7 | 99·2 | 100·0 | 100·1 | 99·5 |
| April | 99·3 | 98·1 | 99·6 | 100·2 | 100·1 | 99·5 |
| May | 99·2 | 97·9 | 99·7 | 100·3 | 99·8 | 99·8 |
| June | 99·6 | 99·2 | 99·7 | 100·3 | 99·7 | 99·8 |
| July | 100·0 | 100·2 | 100·3 | 100·3 | 99·7 | 99·8 |
| August | 100·4 | 101·3 | 100·2 | 100·1 | 99·6 | 99·9 |
| September | 100·4 | 101·2 | 100·5 | 100·2 | 99·6 | 99·9 |
| October | 100·6 | 100·8 | 100·5 | 99·8 | 100·6 | 100·9 |
| November | 101·0 | 101·9 | 100·5 | 99·7 | 100·5 | 101·0 |
| December | 100·5 | 100·3 | 101·0 | 99·7 | 100·4 | 101·1 |
| Year | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 |
| 1950—January | 100·1 | 98·1 | 101·1 | 99·6 | 100·6 | 102·0 |
| February | 100·2 | 98·4 | 101·1 | 99·5 | 100·6 | 102·2 |
| March | 100·9 | 98·8 | 104·7 | 98·9 | 100·8 | 102·2 |
| April | 101·2 | 99·8 | 104·9 | 99·2 | 101·2 | 102·2 |
| May | 101·2 | 99·3 | 105·1 | 99·1 | 101·1 | 102·2 |
| June | 101·9 | 100·9 | 105·9 | 99·1 | 101·5 | 102·3 |
| July | 102·7 | 102·6 | 107·4 | 99·1 | 101·6 | 102·4 |
| August | 103·3 | 103·8 | 107·8 | 99·3 | 102·6 | 102·5 |
| September | 104·3 | 105·4 | 108·7 | 99·9 | 103·4 | 103·0 |
| October | 105·9 | 107·6 | 109·0 | 100·6 | 104·6 | 105·2 |
| November | 106·4 | 108·4 | 109·5 | 101·0 | 105·1 | 105·4 |
| December | 106·6 | 108·4 | 109·6 | 101·3 | 105·5 | 105·7 |
| Year | 102·9 | 102·6 | 106·2 | 99·7 | 102·4 | 103·1 |
| 1951—January | 107·7 | 109·9 | 110·0 | 102·6 | 107·1 | 107·4 |
| February | 109·1 | 111·0 | 110·4 | 105·1 | 108·6 | 108·0 |
| March | 110·8 | 114·1 | 111·5 | 106·7 | 110·5 | 108·3 |
| April | 111·7 | 115·5 | 111·8 | 108·5 | 111·4 | 108·6 |
| May | 112·2 | 114·3 | 112·4 | 109·0 | 112·7 | 110·4 |
| June | 113·7 | 115·8 | 115·2 | 109·5 | 113·8 | 111·8 |
| July | 114·6 | 117·9 | 115·5 | 109·7 | 114·3 | 112·2 |
| August | 115·5 | 119·0 | 114·8 | 110·7 | 115·1 | 113·4 |
| September | 116·5 | 120·5 | 117·2 | 111·9 | 115·5 | 113·6 |
| October | 117·1 | 121·3 | 117·2 | 114·1 | 115·8 | 114·1 |
| November | 117·9 | 122·5 | 118·2 | 114·5 | 115·9 | 114·8 |
| December | 118·1 | 122·5 | 118·2 | 115·2 | 116·4 | 115·9 |
| Year | 113·7 | 117·0 | 114·4 | 109·8 | 113·1 | 111·5 |
| 1952—January | 118·2 | 122·4 | 118·3 | 114·9 | 116·4 | 115·5 |
| February | 117·6 | 120·8 | 118·3 | 113·5 | 116·3 | 115·8 |
| March | 116·9 | 117·6 | 119·1 | 112·9 | 116·9 | 116·4 |
| April | 116·8 | 117·2 | 119·4 | 112·5 | 116·8 | 116·6 |
| May | 115·9 | 115·5 | 119·6 | 112·3 | 116·2 | 115·6 |
| June | 116·0 | 115·7 | 120·4 | 111·8 | 115·9 | 115·7 |
| July | 116·1 | 116·0 | 120·6 | 111·7 | 115·9 | 115·6 |
| August | 116·0 | 115·7 | 120·6 | 111·6 | 115·8 | 115·8 |
| September | 116·1 | 115·8 | 121·2 | 110·9 | 116·0 | 115·8 |
| October | 116·0 | 115·1 | 121·5 | 109·9 | 116·2 | 116·4 |
| November | 116·1 | 115·7 | 121·4 | 109·8 | 115·9 | 116·6 |
| December | 115·8 | 114·1 | 122·2 | 109·7 | 116·1 | 116·6 |
| 1953—January | 115·7 | 113·5 | 122·3 | 109·7 | 116·5 | 116·7 |
| February | 115·5 | 112·7 | 122·5 | 109·6 | 116·6 | 116·7 |
| March | 114·8 | 111·6 | 122·5 | 109·7 | 116·7 | 115·2 |
| April | 114·6 | 110·9 | 122·7 | 109·7 | 116·9 | 115·0 |
| May | 114·4 | 110·1 | 122·9 | 110·1 | 116·6 | 115·1 |
| June | 114·9 | 111·4 | 123·6 | 110·1 | 116·6 | 115·1 |
| July | 115·4 | 112·7 | 123·9 | 110·3 | 117·0 | 115·2 |
| August | 115·7 | 112·8 | 124·1 | 110·4 | 117·2 | 115·8 |
| September | 116·2 | 114·0 | 124·2 | 110·4 | 117·4 | 115·9 |
| October | 116·7 | 115·5 | 124·5 | 110·3 | 117·5 | 116·0 |
| November | 116·2 | 113·4 | 125·0 | 110·3 | 117·4 | 116·3 |
| December | 115·8 | 112·1 | 125·2 | 110·2 | 117·4 | 116·3 |
| 1954—January | 115·7 | 111·6 | 125·4 | 110·1 | 117·5 | 116·4 |
| February | 115·7 | 111·7 | 125·4 | 110·0 | 117·5 | 116·5 |
| March | 115·5 | 110·7 | 125·6 | 109·8 | 117·6 | 116·6 |
| April | 115·6 | 110·4 | 125·6 | 109·9 | 118·1 | 117·2 |
| May | 115·5 | 110·2 | 125·8 | 109·9 | 117·3 | 117·5 |
| June | 116·1 | 112·0 | 126·4 | 109·7 | 117·1 | 117·5 |
| July | 116·2 | 112·1 | 126·6 | 109·6 | 117·2 | 117·6 |
| August | 117·0 | 114·4 | 127·0 | 109·6 | 117·2 | 117·7 |
| September | 116·8 | 113·8 | 127·2 | 109·5 | 117·2 | 117·6 |

## TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST, 1954

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

| — | Total | | | Food | Shelter | Clothing | Household Operation | Other Commodities and Services |
|---|---|---|---|---|---|---|---|---|
| | August 1st, 1953 | July 2nd, 1954 | August 2nd, 1954 | | | | | |
| St. John's, Nfld. (1) | 102·9 | 102·6 | 104·4 | 105·0 | 107·4 | 102·1 | 103·7 | 103·5 |
| Halifax | 114·2 | 113·8 | 115·3 | 110·5 | 122·9 | 115·9 | 119·0 | 116·0 |
| Saint John | 116·7 | 116·2 | 117·6 | 113·8 | 121·6 | 118·5 | 116·5 | 122·9 |
| Montreal | 117·0 | 117·2 | 117·2 | 114·8 | 133·6 | 110·2 | 116·0 | 116·8 |
| Ottawa | 115·4 | 116·4 | 117·0 | 113·1 | 129·0 | 113·1 | 115·9 | 118·8 |
| Toronto | 117·5 | 118·8 | 119·0 | 112·8 | 141·6 | 111·4 | 116·5 | 119·0 |
| Winnipeg | 115·0 | 115·5 | 116·4 | 114·7 | 123·7 | 115·1 | 113·4 | 117·3 |
| Saskatoon-Regina | 114·2 | 114·1 | 115·3 | 114·3 | 114·3 | 116·6 | 118·5 | 112·8 |
| Edmonton-Calgary | 115·3 | 114·8 | 115·4 | 112·8 | 119·4 | 113·8 | 115·8 | 118·2 |
| Vancouver | 116·0 | 117·0 | 118·1 | 113·6 | 125·5 | 113·3 | 125·4 | 118·8 |

N.B. Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base — June 1951 = 100

## TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

(Base 1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

| *Commodities | Per | December 1941 | December 1945 | Year 1951 | August 1951 | Year 1952 | August 1952 | Year 1953 | August 1953 | July 1954 | August 1954 | Price August 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Beef, sirloin steak | lb. | 47·4 | 61·0 | 143·5 | 151·7 | 132·7 | 136·8 | 113·0 | 113·9 | 111·1 | 115·2 | 81·1 |
| Beef, round steak | lb. | 44·1 | 59·1 | 142·9 | 150·6 | 133·3 | 137·7 | 112·0 | 112·8 | 108·9 | 113·2 | 75·9 |
| Beef, blade | lb. | 43·7 | 52·7 | 151·3 | 159·4 | 133·5 | 128·0 | 106·2 | 102·3 | 100·3 | 101·3 | 49·0 |
| Beef, stewing, boneless | lb. | 41·0 | 48·5 | 155·3 | 164·3 | 142·6 | 140·0 | 115·2 | 111·3 | 105·9 | 107·0 | 49·9 |
| Lamb, leg roast | lb. | 42·2 | 60·3 | 130·1 | 145·5 | 126·7 | 139·0 | 112·2 | 123·8 | 119·0 | 119·5 | 86·1 |
| Pork, fresh loin, centre-cut | lb. | 53·3 | 61·2 | 114·8 | 129·6 | 99·0 | 99·3 | 113·7 | 120·3 | 122·1 | 119·2 | 76·1 |
| Pork, fresh shoulder, hock-off | lb. | 50·2 | 54·2 | 117·9 | 135·0 | 101·7 | 103·3 | 104·8 | 110·3 | 116·7 | 109·9 | 53·3 |
| Bacon, side, fancy, sliced, rind off | ½ lb. | 56·2 | 61·2 | 95·4 | 99·6 | 78·4 | 73·6 | 101·0 | 107·4 | 122·0 | 118·0 | 50·0 |
| Lard, pure, package | lb. | 66·7 | 73·6 | 121·1 | 117·0 | 72·5 | 63·9 | 88·4 | 85·6 | 112·5 | 108·2 | 25·4 |
| Shortening, package | lb. | 57·4 | 58·6 | 112·4 | 111·2 | 92·3 | 88·6 | 87·4 | 87·7 | 92·3 | 92·3 | 29·8 |
| Eggs, grade "A", large, carton | doz. | 77·3 | 91·1 | 116·5 | 132·7 | 96·0 | 111·0 | 109·9 | 128·6 | 95·9 | 99·5 | 61·2 |
| Milk | qt. | 67·3 | 57·8 | 110·0 | 110·0 | 118·4 | 118·5 | 118·5 | 118·5 | 118·5 | 118·5 | 21·1 |
| Butter, creamery, prints | lb. | 58·2 | 61·4 | 104·9 | 105·2 | 102·4 | 96·0 | 100·7 | 96·9 | 95·3 | 95·6 | 61·8 |
| Cheese, plain, processed, ½ lb. | pkg. | 78·2 | 72·6 | 111·1 | 113·4 | 115·9 | 115·4 | 113·2 | 112·4 | 112·7 | 112·4 | 32·8 |
| Bread, plain, white, wrapped, sliced | lb. | 66·7 | 66·7 | 115·5 | 116·6 | 119·3 | 119·7 | 121·5 | 123·8 | 126·8 | 126·8 | 12·5 |
| Flour, all-purpose | lb. | 58·4 | 56·8 | 106·9 | 107·6 | 105·9 | 104·7 | 108·9 | 111·9 | 110·5 | 110·5 | 7·7 |
| Corn Flakes, 8 oz. | pkg. | 61·6 | 60·9 | 113·8 | 114·1 | 122·4 | 123·2 | 123·2 | 123·2 | 123·2 | 123·2 | 17·4 |
| Tomatoes, canned 2½'s | tin | 64·3 | 67·2 | 115·0 | 120·1 | 143·6 | 150·5 | 121·8 | 121·1 | 102·2 | 102·2 | 20·5 |
| Peas, 20 oz. | tin | 77·9 | 82·4 | 107·2 | 108·8 | 116·9 | 117·8 | 120·0 | 120·1 | 118·9 | 118·3 | 20·8 |
| Corn, cream, choice, 20 oz. | tin | 68·5 | 70·7 | 95·9 | 95·5 | 103·2 | 103·6 | 96·3 | 95·2 | 92·0 | 92·6 | 17·7 |
| Onions, cooking | lb. | 68·9 | 83·8 | 99·4 | 121·2 | 158·6 | 163·0 | 119·8 | 116·8 | 120·9 | 130·4 | 9·6 |
| Potatoes, No. 1, table | 10 lbs. | 58·1 | 94·1 | 99·9 | 110·0 | 196·9 | 219·6 | 111·8 | 111·4 | 125·2 | 164·8 | 57·4 |
| Raisins, seedless, bulk or in bag | lb. | 80·0 | 84·6 | 127·5 | 132·3 | 138·9 | 137·8 | 135·2 | 136·0 | 133·2 | 133·2 | 23·5 |
| Oranges, California | doz. | 89·2 | 107·7 | 109·6 | 96·1 | 105·3 | 100·5 | 94·8 | 93·2 | 120·4 | 132·6 | 46·7 |
| Jam, Strawberry, 16 oz. | jar | 74·9 | 76·7 | 114·0 | 114·5 | 110·6 | 108·7 | 104·5 | 104·4 | 106·1 | 107·4 | 24·9 |
| Peaches, 15 oz. | tin | 69·9 | 73·5 | 105·5 | 106·9 | 104·4 | 104·5 | 97·7 | 97·2 | 99·7 | 100·1 | 20·7 |
| Sugar, granulated, bulk or in bag | lb. | 87·5 | 87·5 | 129·8 | 134·1 | 121·0 | 117·0 | 107·8 | 106·2 | 100·8 | 100·8 | 9·3 |
| Coffee, medium quality, in bag | lb. | 72·7 | 66·4 | 163·2 | 165·0 | 163·0 | 161·4 | 164·1 | 164·3 | 219·9 | 220·5 | 137·2 |
| Tea, black, ½ lb. | pkg. | 84·3 | 75·7 | 104·2 | 104·9 | 104·9 | 104·7 | 98·1 | 97·1 | 105·6 | 107·5 | 52·7 |

* Description and Units of Sale apply to August, 1954 Prices.

SOURCE: Dominion

| Locality | Beef | | | | | Pork | | Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg. | Sausage, pure pork, per lb. |
|---|---|---|---|---|---|---|---|---|---|
| | Sirloin steak, per lb. | Round steak, per lb. | Blade roast (blade removed), per lb. | Stewing, boneless, per lb. | Hamburger, per lb. | Fresh loin, centre cut, chops, per lb. | Fresh shoulder roast, hock-off per lb. | | |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | |
| 1—St. John's | 98·7 | ..... | 65·9 [a] | 46·9 [a] | 63·7 | 81·0 | 78·1 | 48·9 [c] | 58·7 |
| **P.E.I.—** | | | | | | | | | |
| 2—Charlottetown | 70·0 | 65·0 | 55·2 | 42·7 | 40·8 | 73·8 | 62·6 | 45·1 | 53·8 |
| **Nova Scotia—** | | | | | | | | | |
| 3—Halifax | 83·7 | 73·1 | 48·7 [a] | 49·0 | 45·8 | 79·2 | 58·6 | 55·8 | 59·2 |
| 4—Sydney | 76·9 | 71·6 | 52·6 [a] | 51·8 | 48·9 | 74·5 | 58·6 | 51·6 | 51·2 |
| **New Brunswick—** | | | | | | | | | |
| 5—Moncton | 76·7 | 70·3 | 51·4 | 46·0 | 41·6 | 79·3 | 55·7 | 53·5 | 52·3 |
| 6—Saint John | 80·2 | 72·0 | 51·3 [a] | 51·7 | 45·2 | 78·6 | 58·0 | 55·2 | 51·7 |
| **Quebec—** | | | | | | | | | |
| 7—Chicoutimi | 92·5 | 89·4 | 56·6 | 46·8 | 44·5 | 72·3 | 66·8 | 49·2 | 47·5 |
| 8—Hull | 73·5 | 73·2 | 48·4 | 48·1 | 40·0 | 75·2 | 56·4 | 49·3 | 57·6 |
| 9—Montreal | 94·0 | 87·5 | 48·4 [a] | 53·9 | 41·6 | 74·8 | 55·0 | 48·8 | 60·7 |
| 10—Quebec | 89·7 | 83·5 | 47·6 [a] | 45·7 | 46·8 | 67·6 | 54·2 | 47·4 | 54·6 |
| 11—Sherbrooke | 86·4 | 78·9 | 51·0 | 52·8 | 36·0 | 74·0 | 56·2 | 51·4 | 44·8 |
| 12—Sorel | 83·1 | 77·0 | 53·8 | 44·4 | 44·3 | 70·1 | 54·0 | 52·5 | 60·0 |
| 13—Three Rivers | 94·0 | 80·3 | 43·5 | 44·1 | 39·9 | 72·3 | 56·8 | 51·8 | 59·9 |
| **Ontario—** | | | | | | | | | |
| 14—Brantford | 73·8 | 70·7 | 52·0 | 47·8 | 38·1 | 75·0 | 50·5 | 51·1 | 55·4 |
| 15—Cornwall | 73·3 | 70·5 | 45·7 [a] | 47·9 | 39·0 | 72·1 | 54·6 | 50·9 | 57·6 |
| 16—Fort William | 78·1 | 74·9 | 51·0 [a] | 54·9 | 43·3 | 71·7 | ..... | 49·3 | 58·7 |
| 17—Hamilton | 80·0 | 74·7 | 50·5 | 51·5 | 41·1 | 76·3 | 50·1 [d] | 52·0 | 52·1 |
| 18—Kirkland Lake | 79·5 | 75·0 | 49·7 | 48·6 | 42·8 | 79·5 | 59·7 | 56·8 | 61·5 |
| 19—London | 80·4 | 76·0 | 50·1 | 48·8 | 42·5 | 76·0 | 53·3 | 52·8 | 55·7 |
| 20—North Bay | 77·5 | 79·0 | 48·5 | 46·2 | 43·8 | 78·2 | ..... | 51·9 | 50·5 |
| 21—Oshawa | 74·6 | 71·9 | 45·6 | 46·6 | 40·3 | 75·6 | 48·1 | 50·1 | 48·4 |
| 22—Ottawa | 78·1 | 73·9 | 50·0 | 50·1 | 37·2 | 78·5 | 53·4 | 50·3 | 58·2 |
| 23—Sault Ste. Marie | 76·0 | 75·4 | 51·3 [a] | 56·5 | 50·0 | 78·1 | 58·5 [d] | 51·8 | 56·7 |
| 24—Sudbury | 69·8 | 69·2 | 50·7 [a] | 50·6 | 40·3 | 70·9 | 59·4 [d] | 47·9 | 51·8 |
| 25—Toronto | 80·4 | 74·7 | 53·9 [a] | 49·9 | 39·6 | 73·8 | 47·5 [d] | 51·5 | 49·5 |
| 26—Windsor | 74·9 | 69·8 | 47·1 [a] | 52·2 | 40·5 | 76·4 | 54·6 [d] | 52·6 | 55·9 |
| **Manitoba—** | | | | | | | | | |
| 27—Winnipeg | 79·8 | 72·2 | 52·2 | 50·1 | 45·1 | 71·8 | 56·0 [d] | 49·5 | 50·9 |
| **Saskatchewan—** | | | | | | | | | |
| 28—Regina | 75·0 | 68·8 | 51·1 [a] | 49·6 | 40·2 | 68·2 | 56·0 [d] | 51·1 | 54·2 |
| 29—Saskatoon | 77·4 | 75·3 | 53·5 [a] | 58·4 | 48·0 | 68·1 | 57·8 [d] | 49·1 | 52·2 |
| **Alberta—** | | | | | | | | | |
| 30—Calgary | 77·5 | 70·0 | 54·3 | 52·6 | 39·8 | 66·9 | 56·8 | 47·5 | 52·1 |
| 31—Edmonton | 73·4 | 67·7 | 45·1 [a] | 50·5 | 38·7 | 62·9 | 48·3 | 48·0 | 45·2 |
| **British Columbia—** | | | | | | | | | |
| 32—Prince Rupert | 86·8 | 77·6 | 52·6 [a] | 52·3 | 43·5 | 79·0 | 67·2 | 53·1 | 62·8 |
| 33—Trail | 77·7 | 71·7 | 55·7 [a] | 57·5 | 43·5 | 76·0 | 61·7 [d] | 50·2 | 61·7 |
| 34—Vancouver | 92·7 | 77·8 | 57·4 | 56·3 | 44·8 | 79·1 | 62·4 | 52·6 | 56·1 |
| 35—Victoria | 93·3 | 79·9 | 56·9 | 57·4 | 50·8 | 76·5 | 57·6 | 49·4 | 53·8 |

## FOODS AND COAL BY CITIES, AUGUST 1954

Bureau of Statistics

| Locality | Lamb, leg roast, per lb. | Flour, white, all-purpose, per lb. | Bread, plain, white, wrapped, sliced, per lb. | Corn Flakes, per 8 oz. pkg. | Sugar, granulated, per lb. | Jam, strawberry, with pectin, per 32 oz. jar | Eggs, fresh, Grade "A" large, carton, per doz | Milk, fresh, per quart | Butter, creamery, first grade, per 1 lb. print |
|---|---|---|---|---|---|---|---|---|---|
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | |
| 1—St. John's | ..... | 8·3 | 12·7 | 20·4 | 10·8 | 57·0 | [f] 73·3 | [h] 32·0 | 74·3 |
| **P.E.I.—** | | | | | | | | | |
| 2—Charlottetown | 84·8 | 8·9 | 14·4 | 19·2 | 9·9 | 52·1 | 59·6 | 17·0 | 64·4 |
| **Nova Scotia—** | | | | | | | | | |
| 3—Halifax | 85·2 | 8·7 | 12·8 | 18·6 | 9·0 | 49·8 | [g] 60·6 | 20·5 | 64·2 |
| 4—Sydney | 81·8 | 8·8 | 14·0 | 19·3 | 10·1 | 50·9 | [g] 65·2 | 22·0 | 65·5 |
| **New Brunswick—** | | | | | | | | | |
| 5—Moncton | 80·5 | 8·7 | 15·6 | 18·6 | 9·3 | 52·0 | [g] 62·7 | 20·0 | 64·2 |
| 6—Saint John | 83·0 | 8·4 | 13·3 | 18·9 | 9·1 | 49·2 | [g] 66·3 | 21·0 | 65·6 |
| **Quebec—** | | | | | | | | | |
| 7—Chicoutimi | ..... | 8·4 | 16·0 | 19·3 | 9·4 | 55·2 | 68·9 | 20·0 | 59·6 |
| 8—Hull | 82·3 | 7·9 | 12·7 | 17·5 | 9·6 | 45·9 | 62·0 | 22·0 | 59·4 |
| 9—Montreal | 91·2 | 7·9 | 12·7 | 17·3 | 8·6 | 50·1 | 60·8 | 20·0 | 60·5 |
| 10—Quebec | 88·1 | 7·8 | 12·5 | 17·9 | 9·0 | 52·4 | 62·5 | 20·0 | 61·3 |
| 11—Sherbrooke | 78·5 | 7·8 | 13·1 | 17·9 | 8·6 | 49·6 | [g] 60·8 | 20·0 | 60·0 |
| 12—Sorel | ..... | 7·8 | 12·7 | 18·0 | 8·9 | 47·2 | [g] 56·3 | 19·0 | 59·0 |
| 13—Three Rivers | ..... | 8·0 | 12·7 | 17·4 | 9·4 | 50·1 | 61·1 | 19·0 | 58·7 |
| **Ontario—** | | | | | | | | | |
| 14—Brantford | ..... | 8·1 | 12·7 | 17·6 | 9·3 | 45·3 | [g] 60·5 | 21·0 | 60·5 |
| 15—Cornwall | ..... | 7·7 | 12·7 | 18·1 | 9·2 | 46·7 | [g] 59·0 | 20·0 | 60·6 |
| 16—Fort William | ..... | 7·9 | 14·0 | 18·9 | 9·8 | 53·2 | [g] 62·4 | 23·0 | 63·0 |
| 17—Hamilton | 93·4 | 8·2 | 12·7 | 17·6 | 9·5 | 45·5 | [g] 61·6 | 22·0 | 62·5 |
| 18—Kirkland Lake | ..... | 8·1 | 12·0 | 18·9 | 10·2 | 51·4 | 67·0 | 25·0 | 62·2 |
| 19—London | 86·5 | 8·0 | 12·7 | 17·5 | 9·5 | 46·2 | [g] 56·6 | 21·0 | 62·7 |
| 20—North Bay | ..... | 8·5 | 13·0 | 19·1 | 10·3 | 47·8 | [g] 67·7 | 22·0 | 63·4 |
| 21—Oshawa | ..... | 7·9 | 12·7 | 17·6 | 9·2 | 46·0 | [g] 60·8 | 21·0 | 60·9 |
| 22—Ottawa | 86·3 | 8·1 | 12·7 | 17·4 | 9·2 | 48·1 | 66·7 | 21·6 | 61·1 |
| 23—Sault Ste. Marie | 81·0 | 8·3 | 13·3 | 19·2 | 10·3 | 49·4 | 66·2 | 23·0 | 62·4 |
| 24—Sudbury | 76·0 | 8·2 | 13·3 | 18·2 | 9·9 | 48·3 | 62·8 | 23·0 | 62·2 |
| 25—Toronto | 85·9 | 7·9 | 12·7 | 17·5 | 8·9 | 44·1 | [g] 58·7 | 22·0 | 62·0 |
| 26—Windsor | 79·0 | 8·3 | 12·7 | 17·7 | 9·5 | 48·5 | 63·2 | 22·0 | 61·8 |
| **Manitoba—** | | | | | | | | | |
| 27—Winnipeg | 84·4 | 7·5 | 15·0 | 17·8 | 10·8 | [t] 70·6 | [g] 60·5 | 21·0 | 61·5 |
| **Saskatchewan—** | | | | | | | | | |
| 28—Regina | 81·2 | 7·9 | 14·4 | 18·4 | 11·5 | [t] 67·5 | 58·1 | 19·0 | 60·4 |
| 29—Saskatoon | ..... | 7·8 | 13·6 | 17·7 | 13·0 | [t] 63·1 | [g] 58·8 | 20·5 | 61·1 |
| **Alberta—** | | | | | | | | | |
| 30—Calgary | 85·1 | 7·6 | 14·4 | 18·1 | 11·2 | [t] 63·3 | [g] 59·1 | 21·0 | 63·2 |
| 31—Edmonton | 81·4 | 7·8 | 14·4 | 17·9 | 11·1 | [t] 63·1 | [g] 56·9 | 20·0 | 65·3 |
| **British Columbia—** | | | | | | | | | |
| 32—Prince Rupert | 97·0 | 8·5 | 14·0 | 18·6 | 10·6 | [t] 62·9 | 67·6 | 31·0 | 67·1 |
| 33—Trail | 92·7 | 8·1 | 17·0 | 18·2 | 11·0 | [t] 68·0 | [g] 69·4 | 23·0 | 66·6 |
| 34—Vancouver | 84·1 | 7·9 | ..... | 17·8 | 9·3 | [t] 58·5 | [g] 66·0 | 21·4 | 65·9 |
| 35—Victoria | 90·2 | 7·9 | 16·0 | 18·1 | 9·6 | [t] 59·6 | [g] 70·0 | 24·0 | 66·6 |

| Locality | Cheese, plain, processed, per ½ lb. pkg. | Margarine, per 1 lb. pkg. | Lard, pure, per 1 lb. pkg. | Shortening, per 1 lb. pkg. | Salmon, canned, fancy pink, per ½ lb. flat. | Orange juice, unsweetened, per 20 oz. tin | Peaches, choice, halves, per 15 oz. tin | Canned Vegetables | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Tomatoes, choice, 2½'s (28 oz.) per tin | Peas, choice, per 20 oz. tin | Corn, cream, choice, per 20 oz. tin |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | | |
| 1—St. John's | 35·3 | 32·4 | ..... | 34·6 | ..... | 18·6 | 48·7 s | 27·1 | 24·9 | 23·2 |
| **P.E.I.—** | | | | | | | | | | |
| 2—Charlottetown | 36·8 | ..... | 29·4 | 32·0 | 27·7 | 19·6 | 21·0 | 24·3 | 23·3 | 21·4 |
| **Nova Scotia—** | | | | | | | | | | |
| 3—Halifax | 35·6 | 40·4 | 29·2 | 31·2 | 25·4 | 18·3 | 22·2 | 23·5 | 24·0 | 19·6 |
| 4—Sydney | 36·1 | 38·6 | 28·0 | 30·5 | 26·2 | 21·5 | 23·2 | 23·8 | 23·2 | 20·0 |
| **New Brunswick—** | | | | | | | | | | |
| 5—Moncton | 36·2 | 37·6 | 29·3 | 31·1 | 25·2 | 17·7 | 22·4 | 22·2 | 23·4 | 18·5 |
| 6—Saint John | 36·5 | 39·2 | 30·3 | 31·1 | 25·8 | 17·6 | 22·2 | 20·7 | 24·7 | 18·1 |
| **Quebec—** | | | | | | | | | | |
| 7—Chicoutimi | 35·6 | ..... | 29·3 | 34·0 | 26·4 | 18·3 | ..... | 20·3 | 22·7 | 20·0 |
| 8—Hull | 32·2 | ..... | 26·1 | 28·6 | 24·5 | 16·9 | 19·5 | 18·4 | 21·3 | 16·3 |
| 9—Montreal | 33·2 | ..... | 27·7 | 30·2 | 24·9 | 17·4 | 19·2 | 17·9 | 21·2 | 19·2 |
| 10—Quebec | 34·5 | ..... | 28·3 | 31·2 | 25·2 | 17·5 | 20·3 | 20·4 | 21·0 | 18·2 |
| 11—Sherbrooke | 34·1 | ..... | 25·3 | 29·6 | 24·9 | 17·4 | 21·8 | 18·4 | 20·8 | 19·6 |
| 12—Sorel. | 33·4 | ..... | 27·4 | 29·7 | 25·2 | 17·2 | 21·8 | 18·7 | 19·3 | 16·2 |
| 13—Three Rivers | 33·7 | ..... | 24·8 | 29·8 | 25·2 | 17·6 | ..... | 18·6 | 20·6 | 19·7 |
| **Ontario—** | | | | | | | | | | |
| 14—Brantford | 32·8 | 39·3 | 27·4 | 29·6 | 24·8 | 18·2 | 20·8 | 21·4 | 21·2 | 17·9 |
| 15—Cornwall | 33·8 | 37·1 | 28·6 | 29·9 | 24·6 | 17·8 | 20·6 | 19·1 | 19·8 | 16·8 |
| 16—Fort William | 35·8 | 38·8 | 25·4 | 30·0 | 24·4 | 19·1 | 20·7 | 21·9 | ..... | 18·4 |
| 17—Hamilton | 33·0 | 39·3 | 26·8 | 30·8 | 24·8 | 19·1 | 21·3 | 20·9 | 21·7 | 16·2 |
| 18—Kirkland Lake | 34·0 | 37·5 | 30·0 | 30·5 | 25·8 | 19·5 | 21·7 | 21·1 | 23·1 | 18·3 |
| 19—London | 32·7 | 39·1 | 29·2 | 29·8 | 24·7 | 18·0 | 20·8 | 21·6 | 20·8 | 17·5 |
| 20—North Bay | 34·0 | 39·0 | 30·2 | 30·2 | 28·2 | 18·5 | ..... | 20·4 | 22·4 | 17·4 |
| 21—Oshawa | 32·8 | 40·3 | 28·4 | 29·2 | 23·5 | 17·3 | 20·2 | 20·8 | 20·3 | 16·6 |
| 22—Ottawa | 33·1 | 39·5 | 27·5 | 30·4 | 24·2 | 17·9 | 21·1 | 19·1 | 22·6 | 17·3 |
| 23—Sault Ste. Marie | 34·4 | 39·9 | 28·6 | 31·1 | 25·5 | 17·2 | ..... | 20·1 | 23·1 | 17·8 |
| 24—Sudbury | 33·0 | 37·2 | 27·4 | 29·6 | 24·0 | 18·2 | ..... | 19·8 | 22·2 | 15·4 |
| 25—Toronto | 32·4 | 39·3 | 28·1 | 29·9 | 23·4 | 17·6 | 21·1 | 20·2 | 21·1 | 17·0 |
| 26—Windsor | 33·0 | 39·4 | 27·9 | 30·6 | 24·1 | 19·0 | 21·4 | 19·0 | m 16·6 | m 15·7 |
| **Manitoba—** | | | | | | | | | | |
| 27—Winnipeg | 35·3 | 41·1 | 22·7 | 29·2 | 24·2 | 18·1 | 21·9 | 22·1 | m 16·9 | 17·9 |
| **Saskatchewan—** | | | | | | | | | | |
| 28—Regina | 35·8 | 41·0 | 24·0 | 31·8 | 25·1 | 19·5 | 23·2 | 23·9 | 23·7 | 18·9 |
| 29—Saskatoon | 35·1 | 39·3 | 21·8 | 31·2 | 24·5 | 19·8 | 22·5 | 21·9 | 22·8 | 19·5 |
| **Alberta—** | | | | | | | | | | |
| 30—Calgary | 34·1 | 39·7 | 20·6 | 31·3 | 23·9 | 18·6 | 21·8 | 24·9 | 20·2 | 20·2 |
| 31—Edmonton | 34·9 | 41·7 | 22·2 | 32·7 | 24·7 | 18·9 | 21·7 | 24·8 | 23·1 | 20·3 |
| **British Columbia—** | | | | | | | | | | |
| 32—Prince Rupert | 37·5 | 40·2 | 26·9 | 33·2 | 25·0 | 22·4 | 23·8 | 27·9 | m 18·2 | m 17·1 |
| 33—Trail | 36·6 | 39·8 | 26·2 | 33·8 | 24·8 | 21·0 | 23·0 | 27·8 | m 20·8 | m 19·2 |
| 34—Vancouver | 35·3 | 39·7 | 27·2 | 30·4 | 23·2 | 18·5 | 21·9 | 26·1 | m 14·9 | m 15·1 |
| 35—Victoria | 35·2 | 40·1 | 26·9 | 30·8 | 23·0 | 17·7 | 21·3 | 23·9 | m 17·3 | m 16·1 |

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone in, (d) Including butts. (e) Local. (f) Imported. (g) Mixed-carton and loose. (h) Evaporated

## FOODS AND COAL BY CITIES, AUGUST 1954

Bureau of Statistics

| Locality | Oranges, California, 288's, per doz. | Bananas, yellow, per lb. | Potatoes, Canadian, No. 1, per 10 lbs. | Onions, No. 1 cooking, per lb. | Prunes, medium size, per lb. pkg. | Raisins, seedless, Australian, per lb. | Tea, black, medium quality, per ½ lb. pkg. | Coffee, medium quality, in bags, per lb. | Coal | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | Anthracite, per ton | Bituminous, per ton |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | $ | $ |
| **Newfoundland—** | | | | | | | | | | |
| 1—St. John's | 49·2 | 28·3 | 73·8 | 10·6 | 34·2 | 26·0 k | 64·9 w | 1·462 v | ..... | 22·87 |
| **P.E.I.—** | | | | | | | | | | |
| 2—Charlottetown | 47·1 | 23·4 | 58·0 | 10·0 | ..... | 27·3 n | 53·0 | 1·424 v | ..... | 17·50 |
| **Nova Scotia—** | | | | | | | | | | |
| 3—Halifax | 49·8 | 22·7 | 61·1 | 9·5 | 29·0 | 23·8 | 54·5 | 1·485 | ..... | 19·50 |
| 4—Sydney | 47·1 | 25·7 | 73·6 | 9·8 | 29·8 | 26·2 n | 54·0 | 1·470 v | ..... | 13·60 |
| **New Brunswick—** | | | | | | | | | | |
| 5—Moncton | 50·4 | 23·2 | 39·8 | 9·6 | 29·3 | 25·3 n | 52·3 | 1·440 | ..... | 19·50 |
| 6—Saint John | 51·3 | 23·7 | 47·7 | 10·0 | 30·6 | 27·4 n | 57·1 | 1·533 v | ..... | 19·69 |
| **Quebec—** | | | | | | | | | | |
| 7—Chicoutimi | 43·8 | 21·8 | 42·2 | 13·2 | ..... | 27·7 n | 59·4 | 1·465 v | 28·00 | ..... |
| 8—Hull | 42·6 | 20·5 | 54·6 | 10·2 | 28·1 | 24·8 n | 56·0 | 1·462 | 26·50 | ..... |
| 9—Montreal | 46·8 | 17·8 | 46·0 | 10·4 | 30·9 | 24·8 n | 51·3 | 1·440 | 26·28 | ..... |
| 10—Quebec | 46·2 | 20·3 | 45·4 | 10·5 | 30·1 | 25·6 n | 54·7 | 1·454 | 28·25 | ..... |
| 11—Sherbrooke | 46·5 | 19·6 | 49·6 | 9·5 | 30·2 | 24·5 n | 56·0 | 1·457 | 26·00 | ..... |
| 12—Sorel | 45·6 | 18·8 | 41·6 | 10·6 | 29·7 | 23·6 n | 56·1 | 1·451 | 26·25 | ..... |
| 13—Three Rivers | 43·5 | 20·4 | 47·3 | 10·6 | 28·7 | 24·9 n | 55·8 | 1·412 v | 25·50 | ..... |
| **Ontario—** | | | | | | | | | | |
| 14—Brantford | 46·5 | 20·2 | 61·1 | 8·5 | 30·9 | 23·2 | 54·2 | 1·403 | 25·20 | ..... |
| 15—Cornwall | 46·8 | 20·8 | 53·9 | 10·0 | 31·0 | 25·4 n | 56·0 | 1·415 | 27·70 | ..... |
| 16—Fort William | 45·3 | 20·7 | 66·0 | 8·7 | 27·8 | 26·6 n | 54·2 | 1·429 | 26·25 | ..... |
| 17—Hamilton | 46·8 | 20·9 | 60·7 | 9·0 | 30·0 | 23·0 n | 54·6 | 1·425 | 24·56 | ..... |
| 18—Kirkland Lake | 49·8 | 21·8 | 61·0 | 10·3 | 32·2 | 25·1 | 56·8 | 1·415 | 30·75 | ..... |
| 19—London | 47·1 | 20·2 | 48·7 | 9·7 | 29·4 | 22·4 | 54·5 | 1·410 | 26·00 | ..... |
| 20—North Bay | 47·7 | 21·8 | 66·6 | 10·8 | ..... | 23·4 n | 55·0 | 1·477 | 28·00 | ..... |
| 21—Oshawa | 43·2 | 20·8 | 48·4 | 8·8 | 27·6 | 22·7 n | 57·8 | 1·363 | 25·60 | ..... |
| 22—Ottawa | 44·1 | 20·6 | 57·1 | 10·0 | 29·2 | 25·1 n | 54·5 | 1·410 | 26·50 | ..... |
| 23—Sault Ste. Marie | 47·7 | 22·1 | 61·9 | 10·7 | 30·4 | 24·4 n | 57·1 | 1·383 | 26·00 | ..... |
| 24—Sudbury | 49·5 | 21·0 | 66·3 | 10·4 | 28·4 | 25·0 k | 52·0 | 1·350 | 26·95 | ..... |
| 25—Toronto | 44·7 | 19·7 | 52·4 | 9·1 | 29·6 | 24·1 n | 53·8 | 1·388 | 23·81 | ..... |
| 26—Windsor | 41·7 | 20·3 | 48·1 | 9·0 | 32·0 | 24·4 n | 54·8 | 1·410 | 25·75 | ..... |
| **Manitoba—** | | | | | | | | | | |
| 27—Winnipeg | 51·0 | 22·7 | 60·4 | 9·1 | 30·1 | 27·1 n | 52·9 | 1·396 | ..... | 21·15 |
| **Saskatchewan—** | | | | | | | | | | |
| 28—Regina | 46·5 | 23·4 | 81·1 | 9·4 | 30·8 | 26·9 | 54·2 | 1·416 | ..... | 18·50 |
| 29—Saskatoon | 51·0 | 25·0 | 82·4 | 10·6 | 32·1 | 25·4 | 50·6 | 1·402 | ..... | 17·98 |
| **Alberta—** | | | | | | | | | | |
| 30—Calgary | 50·1 | 24·1 | 74·6 | 9·4 | 30·2 | 24·8 n | 52·4 | 1·365 | ..... | ..... |
| 31—Edmonton | 50·7 | 23·4 | 78·9 | 10·2 | 32·5 | 25·5 n | 51·8 | 1·407 | ..... | 8·58 |
| **British Columbia—** | | | | | | | | | | |
| 32—Prince Rupert | 50·7 | 24·9 | 73·8 | 9·3 | 29·3 | 25·7 n | 55·0 | 1·399 | ..... | 22·90 |
| 33—Trail | 41·4 | 24·2 | 59·5 | 9·4 | 29·4 | 27·3 n | 52·7 | 1·384 | ..... | 19·75 |
| 34—Vancouver | 45·6 | 19·9 | 66·3 | 7·9 | 26·1 | 23·6 n | 51·7 | 1·379 | ..... | 21·02 |
| 35—Victoria | 41·7 | 20·3 | 62·4 | 8·3 | 29·5 | 23·9 n | 50·0 | 1·417 | ..... | 21·68 |

milk, 17·0 c. per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed-Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

## TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

| Country | Canada | United States | Mexico | United Kingdom | Ireland | France | Italy | Sweden | Switzerland | Egypt | South Africa | Australia | New Zealand |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Description of Index: | Consumer Price Index, Dominion Bureau of Statistics | Consumer Price Index, Bureau of Labour Statistics | Cost of Living | Index of Retail Prices, Ministry of Labour | Consumer Price Index | Retail Price Index, Statistique Generale | Cost of Living | Consumption Price Index | Cost of Living, Federal Labour Department | Cost of Living | Cost of Living, Census and Statistics Office | Cost of Living, Commonwealth Statistician | Retail Price Index, Government Statistician |
| Localities | | | Mexico City | | | Paris | | | | Cairo | 9 Towns | 6 Capital Cities | 21 Towns |
| Base Period | 1949 | 1947-49 | 1939 | January 1952 | August 1953 | 1949 | 1938 | 1935 | August, 1939 | June-Aug. 1939 | 1938 | 1936-39 =1000 | 1st quarter 1949 = 1000 |
| | (a) | (b) | | (b) | | | | | (c) | | | (d) | (d) |
| 1933 | 58·8 | 55·3 | ..... | (i) 140 | (h) 151 | ..... | ..... | ..... | (e) 131 | 99 | 93·2 | ..... | 600 |
| 1939 | 63·2 | 59·4 | 100·0 | (i) 158 | (h) 178 | (m) 108 | ..... | 107·5 | (e) 138 | (k) 103 | 99·9 | 1029 | 748 |
| 1940 | 65·7 | 59·9 | 100·7 | (i) 184 | (h) 205 | (m) 129 | ..... | 122·5 | (e) 151 | 113 | 103·4 | 1051 | 782 |
| 1941 | 69·6 | 62·9 | 104·4 | (i) 199 | (h) 226 | (m) 150 | ..... | 141·7 | (e) 174 | 138 | 108·2 | 1111 | 810 |
| 1944 | 74·6 | 75·2 | 199·1 | (i) 201 | (h) 295 | (m) 285 | ..... | 158·2 | (e) 207 | 279 | 128·8 | 1270 | 872 |
| 1945 | 75·0 | 76·9 | 213·5 | (i) 203 | (h) 295 | (m) 393 | ..... | 157·5 | (e) 209 | 293 | 132·2 | 1270 | 884 |
| 1946 | 77·5 | 83·4 | 266·7 | (i) 203 | (h) 291 | (m) 645 | ..... | 160·3 | (e) 208 | 287 | 134·1 | 1278 | 891 |
| 1947 | 84·8 | 95·5 | 300·3 | (i) 203 | ..... | (m)1030 | 4575 | 162·1 | (e) 217 | 279 | 139·7 | 1309 | 919 |
| 1948 | 97·0 | 102·8 | 318·9 | (j) 108 | (l) 99 | (m)1632 | 4847 | 172·4 | (e) 224 | 281 | 147·8 | 1392 | 992 |
| 1949 | 100·0 | 101·8 | 336·0 | (j) 111 | (l) 100 | (m)1818 | 4915 | 175·9 | (e) 222 | 278 | 153·2 | 1528 | 1009 |
| 1950 | 102·9 | 102·8 | 356·2 | (j) 114 | (l) 101 | (m)1945 | 4849 | 177·7 | 159·1 | 293 | 159·3 | 1669 | 1066 |
| 1951 | 113·7 | 111·0 | 401·0 | (j) 124 | (l) 109 | 130·1 | 5320 | 207·5 | 166·7 | 319 | 171·0 | 1906 | 1183 |
| 1952 | 116·5 | 113·5 | 455·7 | 102·6 | (l) 118 | 145·4 | 5546 | 223·0 | 171·0 | 317 | 185·9 | 2337 | 1275 |
| 1953 | 115·5 | 114·4 | 451·2 | 105·8 | (l) 125 | 143·7 | 5654 | 224·1 | 169·8 | (n) 296·0 | 192·4 | 2550 | 1333 |
| 1953 March | 114·8 | 113·6 | 449·9 | 105·4 | ..... | 145·2 | 5613 | 224·4 | 169·3 | 299·2 | 189·4 | 2558 | 1307 |
| April | 114·6 | 113·7 | 449·1 | 106·4 | ..... | 144·7 | 5668 | 224·2 | 168·8 | 299·0 | 189·9 | ..... | ..... |
| May | 114·4 | 114·0 | 448·6 | 106·0 | (l) 126 | 145·5 | 5702 | 224·4 | 169·5 | 295·4 | 190·7 | ..... | ..... |
| June | 114·9 | 114·5 | 449·4 | 106·6 | ..... | 145·4 | 5718 | 224·1 | 169·7 | 293·2 | 193·6 | 2586 | 1322 |
| July | 115·4 | 114·7 | 447·5 | 106·6 | ..... | 143·7 | 5633 | 223·3 | 169·5 | 296·2 | 192·7 | ..... | ..... |
| August | 115·7 | 115·0 | 450·6 | 105·9 | 100·0 | 143·1 | 5617 | 224·0 | 169·7 | 294·8 | 195·8 | ..... | ..... |
| September | 116·2 | 115·2 | 452·8 | 105·7 | ..... | 141·0 | 5642 | 224·0 | 170·2 | 295·3 | 196·5 | 2618 | 1337 |
| October | 116·7 | 115·4 | 452·1 | 105·7 | ..... | 141·0 | 5664 | 224·2 | 170·4 | 296·7 | 196·0 | ..... | ..... |
| November | 116·2 | 115·0 | 448·2 | 106·0 | 100·1 | 141·3 | 5691 | 224·1 | 170·4 | (o) | 193·6 | ..... | ..... |
| December | 115·8 | 114·9 | 445·0 | 105·6 | ..... | 142·1 | 5678 | 223·9 | 170·1 | 293·5 | 191·9 | 2624 | 1366 |
| 1954 January | 115·7 | 115·2 | 446·5 | 105·8 | ..... | 143·2 | 5686 | 224·4 | 169·8 | 291·5 | 192·9 | ..... | ..... |
| February | 115·7 | 115·0 | 445·4 | 105·6 | 99·4 | 144·1 | 5710 | 224·6 | 169·5 | 286·8 | 193·0 | ..... | ..... |
| March | 115·5 | 114·8 | 446·6 | 106·6 | ..... | 143·6 | 5693 | 225·6 | 169·4 | 288·1 | 194·0 | 2624 | 1377 |
| April | 115·6 | 114·6 | 449·0 | 107·0 | ..... | 142·4 | 5729 | (p) 228·3 | 169·6 | 286·1 | 194·9 | ..... | ..... |
| May | 115·5 | 115·0 | 461·9 | 106·7 | 99·5 | 144·2 | 5802 | 228·0 | 170·1 | 280·6 | 194·7 | ..... | ..... |
| June | 116·1 | 115·1 | 479·4 | 107·3 | ..... | 143·8 | ..... | 228·0 | 170·5 | 279·3 | 195·5 | ..... | 1400 |
| July | 116·2 | 115·2 | ..... | ..... | ..... | 141·9 | ..... | ..... | 171·0 | ..... | 195·0 | ..... | ..... |
| August | 117·0 | ..... | ..... | ..... | ..... | 141·7 | ..... | ..... | ..... | ..... | ..... | ..... | ..... |

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 are on base July, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June-December. (l) Annual averages 1948-53 and monthly index May 1953 on base August 1947=100. (m) Annual averages 1939-1950 are on base 1938=100. (n) 1953 average is for eleven months. (o) Not available. (p) Revised.

## TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

SOURCE: Dominion Bureau of Statistics

| —— | 1913 | 1918 | 1929 | 1933 | 1939 | 1952 | 1953 | July 1953 | June 1954 | July 1954 |
|---|---|---|---|---|---|---|---|---|---|---|
| All Commodities Classified According to Chief Component Material | 83·4 | 166·0 | 124·6 | 87·4 | 99·2 | 226·0 | 220·7 | 221·0 | 217·8 | 217·4 |
| I. Vegetable Products | 79·8 | 175·6 | 125·7 | 81·4 | 89·1 | 210·3 | 199·0 | 198·8 | 194·2 | 196·6 |
| II. Animals and Their Products | 94·4 | 169·3 | 145·2 | 79·1 | 100·6 | 248·2 | 241·7 | 243·5 | 245·0 | 239·9 |
| III. Fibres, Textiles and Textile Products | 81·6 | 220·4 | 128·1 | 97·8 | 98·9 | 251·5 | 239·0 | 239·1 | 233·6 | 231·2 |
| IV. Wood, Wood Products and Paper | 88·7 | 123·7 | 130·3 | 87·2 | 107·5 | 291·0 | 288·6 | 289·7 | 286·4 | 287·4 |
| V. Iron and Its Products | 72·3 | 164·5 | 98·2 | 89·5 | 104·8 | 219·0 | 221·4 | 220·6 | 211·8 | 211·8 |
| *VI. Non-Ferrous Metals and Their Products | 133·9 | 193·0 | 134·9 | 87·5 | 100·0 | 172·9 | 168 6 | 168 3 | 168 3 | 167 8 |
| VII. Non-Metallic Minerals and Their Products | 66 7 | 96·6 | 109·0 | 99·1 | 99·7 | 173·9 | 176·9 | 177·0 | 176·2 | 176·4 |
| VIII. Chemicals and Allied Products | 79·8 | 149·5 | 120·2 | 102·4 | 100·3 | 180·1 | 175·7 | 176·1 | 176·6 | 176·7 |
| Classified According to Degree of Manufacture— | | | | | | | | | | |
| I. All Raw (or partly manufactured) | 85·1 | 154·4 | 126·1 | 79·3 | 94·9 | 218·7 | 207·0 | 207·2 | 206·7 | 207·4 |
| II. All Manufactured (fully or chiefly) | 86·2 | 169·8 | 123·7 | 93·3 | 101·9 | 230·7 | 228·8 | 229·3 | 224·5 | 223·6 |
| Non-Residential Building Materials (1949 = 100) | ..... | ..... | ..... | ..... | 60·3 | 123·2 | 124·4 | 124·7 | 121·2 | 121·2 |
| Residential Building Materials | ..... | ..... | 112·4 | 89·0 | 102·3 | 284·8 | 282·6 | 284·0 | 277·4 | 278·2 |
| Canadian Farm Products Total | ..... | ..... | 140·8 | 69·3 | 92·6 | 250·2 | 219·5 | 226·5 | 209·6 | 214·4 |
| Field | ..... | ..... | 137·2 | 69·3 | 83·7 | 223·0 | 175·1 | 187·7 | 151·9 | 166·6 |
| Animal | ..... | ..... | 144·4 | 69·2 | 101·5 | 277·5 | 263·8 | 265·3 | 267·3 | 262·1 |

* Gold is included from 1935 to date.
The indexes for 1954 are subject to revision.

## G—Strikes and Lockouts

### TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-AUGUST, 1953-1954†

| Date | Number of Strikes and Lockouts | | Number of Workers Involved | | Time Loss | |
|---|---|---|---|---|---|---|
| | Commencing During Month | In Existence | Commencing During Month | In Existence | In Man-Working Days | Per Cent of Estimated Working Time |
| 1954* | | | | | | |
| January | 24‡ | 24 | 10,619‡ | 10,619 | 156,969 | 0·19 |
| February | 7 | 17 | 749 | 4,631 | 52,270 | 0·06 |
| March | 12 | 18 | 1,107 | 1,722 | 13,945 | 0·02 |
| April | 24 | 33 | 1,657 | 2,268 | 24,661 | 0·03 |
| May | 7 | 20 | 2,032 | 3,341 | 31,040 | 0·04 |
| June | 20 | 31 | 9,086 | 10,157 | 86,085 | 0·10 |
| July | 15 | 29 | 4,410 | 6,607 | 54,111 | 0·07 |
| August | 8 | 20 | 1,207 | 3,959 | 48,210 | 0·06 |
| Cumulative totals | 117 | | 30,867 | | 467,291 | 0·07 |
| 1953 | | | | | | |
| January | 14‡ | 14 | 2,136‡ | 2,136 | 31,050 | 0·04 |
| February | 11 | 19 | 2,448 | 3,757 | 23,777 | 0·03 |
| March | 12 | 20 | 4,479 | 5,405 | 32,998 | 0·04 |
| April | 15 | 22 | 2,854 | 3,626 | 29,180 | 0·03 |
| May | 17 | 30 | 2,740 | 4,752 | 36,097 | 0·04 |
| June | 16 | 31 | 4,809 | 6,452 | 57,300 | 0·07 |
| July | 17 | 32 | 4,653 | 7,399 | 73,898 | 0·09 |
| August | 8 | 22 | 5,038 | 9,031 | 94,578 | 0·11 |
| Cumulative totals | 110 | | 29,157 | | 378,878 | 0·06 |

*Preliminary figures.

‡Strikes unterminated at the end of the previous year are included in these totals.

†The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST 1954 [1]

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars [2] |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts in Progress Prior to August, 1954** | | | | |
| MINING— | | | | |
| Base metal miners and mill workers, Riondel, B.C. | 1 | 216 | 4,500 | Commenced June 16; for a new agreement providing for increased wages to rates at neighbouring mine, following reference to conciliation board; unterminated. |
| MANUFACTURING— | | | | |
| *Vegetable Foods*— | | | | |
| Bakery and confectionery workers, Vancouver and Nanaimo, B.C. | 7 | 471 | 10,000 | Commenced July 8; for a new agreement providing for reduced hours from 38 to 35 per week and other changes, following reference to conciliation board; partial return of workers; unterminated. |
| Food processing factory stationary engineers, Leamington, Ont. | 1 | [3] 21 | 155 | Commenced July 19; for a new agreement providing for increased wages retroactive to Aug. 25-53 and time - and - one - half for Saturdays and Sundays, following reference to conciliation board; terminated August 11; conciliation; compromise. |
| *Tobacco and Liquors*— | | | | |
| Brewery workers, Regina, Sask. | 1 | 130 | 2,860 | Commenced July 30; for a new agreement providing for increased wages and other changes; unterminated. |
| *Miscellaneous Wood Products*— | | | | |
| Sawmill workers, Kapuskasing, Ont. | 2 | [4] 50 | 200 | Commenced July 19; for a new agreement providing for increased wages and production bonus, following reference to conciliation board; terminated August 5; negotiations; compromise. |
| *Metal Products*— | | | | |
| Structural steel fabricators, Windsor, Ont. | 2 | 650 | 8,400 | Commenced July 23; for implementation of award of conciliation board for institution of job evaluation plan in new agreement under negotiations; terminated August 18; conciliation and return of workers pending settlement; indefinite. |
| Safe and vault factory workers, Toronto, Ont. | 1 | 200 | 2,600 | Commenced June 10; for implementation of award of conciliation board for reduced hours from 42½ to 40 per week with same take-home pay and fringe benefits, in new agreement under negotiations; terminated August 18; conciliation; in favour of workers. |
| Refrigerator factory workers, London, Ont. | 1 | [5] 460 | 6,900 | Commenced June 28; for a union agreement of one year's duration providing for increased wages and other changes, following reference to conciliation board; terminated August 20; conciliation; compromise. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST 1954 [1]

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars [2] |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts in Progress Prior to August, 1954**—Concluded | | | | |
| CONSTRUCTION— | | | | |
| *Buildings and Structures*— | | | | |
| Labourers, Welland, Ont. | 1 | 21 | 60 | Commenced July 26; for increased wages; terminated August 4; negotiations; in favour of workers. |
| TRADE— | | | | |
| Ladies wear store clerks, Sudbury, Ont. | 1 | 6 | 140 | Commenced June 29; for a union agreement providing for increased wages and union security; unterminated. |
| Glass and paint jobbers, Victoria, B.C. | 2 | 14 | 120 | Commenced July 26; for a greater increase in wages than recommended by conciliation board in new agreements under negotiations; terminated August 13; negotiations; compromise. |
| SERVICE— | | | | |
| *Business and Personal*— | | | | |
| Beverage room employees, Edmonton, Alta. | 23 | 513 | 5,000 | Commenced April 27; for new agreements providing for reduced hours from 44 to 40 per week with same take-home pay and extension of vacation plan, following reference to arbitration board; terminated by August 12; return of workers and replacement; in favour of employers. |
| **Strikes and Lockouts Commencing During August, 1954** | | | | |
| FISHING AND TRAPPING— | | | | |
| Tendermen (salmon), British Columbia | 12 | 600 | 3,000 | Commenced August 7; for a new agreement providing for increased wages, revision of seniority and welfare fund, following reference to conciliation board; terminated August 15; negotiations; compromise. |
| MANUFACTURING— | | | | |
| *Textiles, Clothing, etc.*— | | | | |
| Hosiery factory workers, Richmond, Que. | 1 | 109 | 109 | Commenced August 31; protesting proposed reduction in wages in new agreement under negotiations; unterminated. |
| *Metal Products*— | | | | |
| Locomotive factory draughtsmen, Kingston, Ont. | 1 | 24 | 108 | Commenced August 9; for a new agreement providing for increased wages and retention of sick leave benefits, following reference to conciliation board; terminated August 13; negotiations; compromise. |
| Foundry workers, Preston, Ont. | 1 | 90 | 270 | Commenced August 4; for payment for Civic Holiday when foundry shut down for two days because of heat; terminated August 6; return of workers pending reference to conciliation board; indefinite. |
| Hardware and brass products factory workers, Stratford, Ont. | 1 | 36 | 440 | Commenced August 13; for a new agreement providing for increased wages, following reference to conciliation board; unterminated. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST 1954 (1)

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars(2) |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts Commencing During August, 1954—Concluded** | | | | |
| *Miscellaneous*— | | | | |
| Mattress and bedding factory workers, Toronto, Ont. | 5 | 250 | 3,200 | Commenced August 13; for new agreements providing for increased wages and fringe benefits, following reference to conciliation board; unterminated. |
| CONSTRUCTION— | | | | |
| *Buildings and Structures*— | | | | |
| Carpenters and labourers, London, Ont | 2 | 10 | 60 | Commenced August 11; refusal to work with non-union labourers; terminated August 18; replacement; in favour of employer. |
| TRADE— | | | | |
| Brewery warehouse workers, Windsor, Ont. | 1 | 88 | 88 | Commenced August 4; for a new agreement providing for increased wages and other changes; terminated August 4; conciliation; compromise. |

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 730 indirectly affected; (4) 31 indirectly affected; (5) 250 indirectly affected.

## TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1954, BY GROUPS OF INDUSTRIES AND CAUSES

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada."

| Cause | Agriculture | Logging | Fishing and Trapping | Mining and Quarrying | Manufacturing | Construction | Electricity, Gas and Water Production & Supply | Transportation, Storage and Communications | Trade | Finance | Service | Unclassified | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Striking Against or Stepping on Objects** | .... | 1 | .... | .... | 2 | .... | ..... | ..... | .... | .... | .... | .... | 3 |
| **Struck by** | 4 | 22 | .... | 7 | 10 | 19 | ..... | 5 | 1 | .... | 1 | .... | 69 |
| (a) Tools, machinery, cranes, etc | 2 | 2 | .... | 2 | 1 | 5 | ..... | 2 | .... | .... | .... | .... | 14 |
| (b) Moving vehicles | 1 | 2 | .... | .... | 1 | 5 | ..... | 2 | .... | .... | .... | .... | 11 |
| (c) Other objects | 1 | 18 | .... | 5 | 8 | 9 | ..... | 1 | 1 | .... | 1 | .... | 44 |
| **Caught In, On or Between Machinery, Vehicles, etc** | 3 | 1 | .... | 2 | 6 | 3 | ..... | ..... | .... | .... | 1 | .... | 16 |
| **Collisions, Derailments, Wrecks, etc** | 17 | 8 | 2 | 3 | 8 | 1 | ..... | 31 | 7 | .... | 5 | .... | 82 |
| **Falls and Slips** | 1 | 10 | 2 | 9 | 9 | 12 | 3 | 6 | .... | .... | 7 | .... | 59 |
| (a) Falls on same level | .... | .... | .... | .... | .... | 1 | ..... | ..... | .... | .... | .... | .... | 1 |
| (b) Falls to different levels | 1 | 10 | 2 | 9 | 9 | 11 | 3 | 6 | .... | .... | 7 | .... | 58 |
| **Conflagrations, Temperature Extremes and Explosions** | 1 | 1 | .... | 4 | 8 | .... | 1 | ..... | .... | .... | 1 | .... | 16 |
| **Inhalation, Absorptions, Asphyxiation, etc** | .... | 1 | .... | 8 | 5 | 1 | ..... | 3 | .... | .... | .... | .... | 18 |
| **Electric Current** | .... | .... | .... | 1 | 2 | 2 | 6 | 1 | .... | .... | 1 | .... | 13 |
| **Over-exertion and Industrial Diseases** | .... | 1 | 1 | 3 | 2 | 3 | ..... | 3 | 1 | .... | 2 | .... | 16 |
| **Miscellaneous Accidents** | .... | .... | .... | .... | .... | .... | ..... | 1 | .... | .... | .... | .... | 1 |
| **Total, Second Quarter—1954** | 26 | 45 | 5 | 37 | 52 | 41 | 10 | 50 | 9 | .... | 18 | .... | 293 |
| **Total, Second Quarter—1953** | 35 | 42 | 13 | 48 | 58 | 46 | 11 | 44 | 11 | .... | 21 | .... | 329 |

## TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1954

| Industry | Nfld. | P.E.I. | N.S. | N.B. | Que. | Ont. | Man. | Sask. | Alta. | B.C. | N.W.T. | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Agriculture** | .... | .... | .... | 3 | 2 | 9 | 2 | 4 | 3 | 3 | .... | 26 |
| **Logging** | .... | .... | .... | 2 | 11 | 8 | .... | .... | .... | 24 | .... | 45 |
| **Fishing and Trapping** | 1 | .... | .... | .... | 1 | 3 | .... | .... | .... | .... | .... | 5 |
| **Mining and Quarrying** | .... | .... | 1 | .... | 11 | 13 | 3 | 1 | 5 | 3 | .... | 37 |
| **Manufacturing** | 1 | .... | 1 | 7 | 4 | 24 | 2 | 4 | 1 | 8 | .... | 52 |
| **Construction** | 2 | .... | 3 | .... | 13 | 12 | 4 | 2 | 1 | 4 | .... | 41 |
| **Electricity, Gas, Water Production and Supply** | 1 | .... | 1 | .... | 1 | 3 | .... | 2 | 2 | .... | .... | 10 |
| **Transportation, Storage and Communications** | 3 | .... | .... | .... | 8 | 12 | .... | 6 | 4 | 17 | .... | 50 |
| **Trade** | .... | .... | 1 | 1 | .... | 4 | .... | 3 | .... | .... | .... | 9 |
| **Finance** | .... | .... | .... | .... | .... | .... | .... | .... | .... | .... | .... | .... |
| **Service** | 1 | .... | .... | .... | 4 | 8 | 1 | 2 | 1 | 1 | .... | 18 |
| **Unclassified** | .... | .... | .... | .... | .... | .... | .... | .... | .... | .... | .... | .... |
| **Total** | 9 | .... | 7 | 13 | 55 | 96 | 12 | 24 | 17 | 60 | .... | 293 |

NOVEMBER 15, 1954

# CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

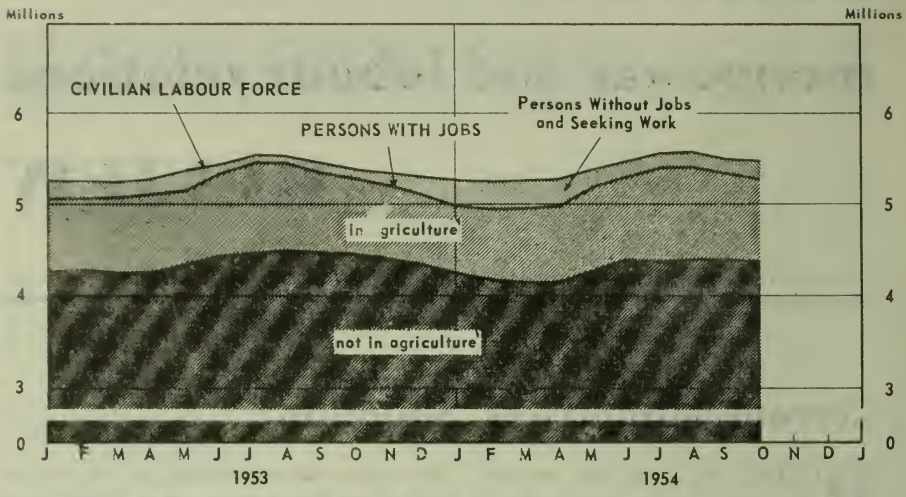
## Current Manpower Situation

*DURING the past two months, the seasonal reduction in labour requirements, which usually begins in September each year, was somewhat smaller than last year. Firmer labour demand has helped to reduce the year-to-year increase in unemployment despite a fairly large gain in the labour force. This gradual improvement comes largely from increasing employment in the primary industries, particularly in agriculture, where employment has been higher than last year during the past four months. A high level of activity in construction during the fall months and continued growth of employment in the service and trade industries have also contributed. On the other hand, manufacturing employment has not increased, although greater stability has been evident in recent months.*

The main factors affecting the manpower situation during October were a high level of activity in agriculture, a seasonal increase in hiring for woods operations and employment declines in the tourist industry, the railroads, fruit and vegetable canning and construction. The net effect of these offsetting developments is indicated in the Dominion Bureau of Statistics labour force survey for the week ending October 23, which shows that total employment declined by about 34,000 during October, a considerably smaller drop than for the same period last year. For the first time in 1954, more persons held jobs and more persons were working than a year earlier. A greater number also worked less than full time, however, and there were proportionately more persons employed in agriculture.

The seasonal employment decline during October was slightly greater than the withdrawal from the labour force and, consequently, the number of persons without jobs and seeking work increased by an estimated 12,000 during the month. During the same period, the number of applications on file at National Employment Service offices increased by

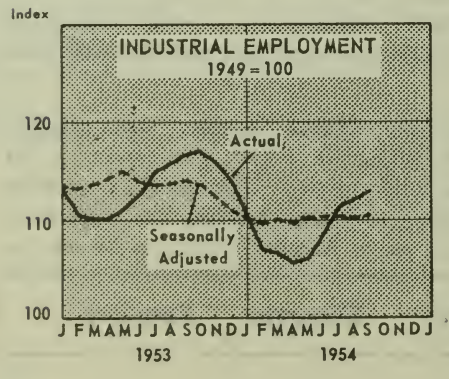
A Monthly *Labour Gazette* Feature




16,000 to a total of 259,000 at October 21. This represents a year-to-year increase of 67,500, most of which has occurred in Ontario and Quebec.

A notable development in recent months has been the shift of workers into agriculture from non-agricultural industries. The year-to-year increase in the total number of persons with jobs recorded in the latest survey is, in fact, the result of an estimated gain of 100,000 in agriculture and an offsetting decline of some 90,000 in non-agricultural activities. The increase in agricultural job-holders became evident in mid-summer; their number has since been, on the average, 55,000 greater than last year, offsetting a decrease in other industries during the same period.

The reasons for the increase in agricultural employment in October are not entirely clear. In part, the gain is attributable to a spell of fine weather in mid-October, which enabled farmers to make up for delays experienced earlier in the harvest season. The increase, however, is probably related, to a greater extent, to reduced job opportunities in other industries. It is significant that the increase in agricultural jobs has taken place almost entirely in Ontario and Quebec, where the greatest declines in non-agricultural employment have also occurred. This suggests that the traditional flow of workers from farms to urban centres may have been at least temporarily reversed because of declining job opportunities in many manufacturing industries.

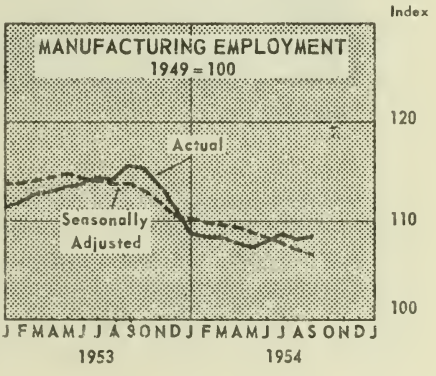



The non-agricultural sector has been characterized by unusual stability during the summer months. As indicated in the accompanying chart, non-agricultural employment dropped sharply last winter but

recovered quickly in the spring. The rise was halted in June and since then little or no change has occurred in total industrial employment.

This stability has concealed divergent movements among the component industrial groups. There has been a further weakening in manufacturing employment during the summer which can be traced in part to lay-offs in plants producing farm implements and in part to lay-offs in the large transportation equipment industries. On the other hand, logging employment picked up strongly and reached a level higher than last year and construction activity also showed strength in the late summer. In almost all other non-agricultural sectors, employment increased more than seasonally this summer.

Notable variations in employment have also been evident in manufacturing during the summer months. Employment declines were most marked in the automotive industry, caused by early lay-offs for model change-over and by the strike at the Ford Motor Company, which is still unsettled. A considerable number of workers has also been released in shipbuilding and from firms producing automotive parts, agricultural implements, railway rolling stock and aircraft. In contrast, labour requirements in textiles, clothing and most of the other non-durable consumer goods industries have shown a gradual increase since mid-summer. Such industries as fabricated iron and steel and machinery manufacturing have also shown greater strength than usual at this season, although employment continued well below last year's.



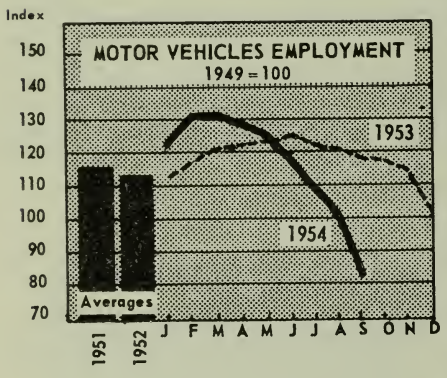

The year-to-year increase in construction predicted earlier this year has not been reflected, so far, in employment. Construction employment at September 1, as reported to the Dominion Bureau of Statistics by firms with 15 or more employees, was eight per cent lower than a year earlier. It is probable, however, that over-all construction employment is at about last year's level because of a recent strong upswing in residential construction, much of which is undertaken by contractors with fewer than 15 employees. In addition to housing, construction work related to trade, finance, government and institutions has shown considerable strength. On the other hand, the volume of construction work involved in resource and industrial development has been declining through the past year and it is likely that the consequent employment declines have offset the gains in other types of construction.

## Motor Vehicles Industry

For the first few months of 1954, employment in the motor vehicles industry was higher than in 1953. Since March, however, employment in

this industry has declined steadily, whereas in 1953 there was a steady gain from January through July. As a result, by the end of the summer, employment was 20 per cent below last year's.

These employment trends, as shown in the accompanying chart, reflect contrasting patterns of production and sales between the two years. The industry entered 1954 optimistic about the market and during the first four months of the year maintained a production rate almost comparable to that of 1953. Output in the commercial vehicles sector was down 28 per cent but the total was maintained by a six-per-cent rise in the production of passenger cars. Against this relatively high total production rate, however, total sales during the first four-month period were down almost 20 per cent from 1953; those of passenger cars were 18 per cent lower and of commercial vehicles, 30 per cent. The task of disposing of the large stocks of new 1953 models remaining at the end of the selling year had a depressing effect on the market for new models during the early months of 1954.




During the four months after April, severe cutbacks in production rates brought output for the eight-month period fairly closely in line with sales. The production of 285,750 units during the eight months represented a 20-per-cent reduction from the 1953 volume for the same period and sales at 289,010 units represented a decrease of 17 per cent. This sales drop comprised declines of 13 per cent for passenger cars and 28 per cent for commercial vehicles.

Reports since the end of August indicate that a close balance between production and sales has been maintained through the fall months and that, unlike last year, dealers will be entering the 1955 market with no depressing carry-over of previous year's models. This more favourable inventory position has already been reflected in a progressive recall of workers by two of the larger producers for production of 1955 models.

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# Labour-Management Relations

AT mid-November a number of important labour-management disputes remained unsettled. Several work stoppages involving large bargaining units of workers began during September and October. A recent settlement offer arising out of conciliation in the strike of 2,500 farm implement workers of the Massey-Harris-Ferguson Company Limited at Toronto was rejected by vote of the employees, who are represented by the United Automobile, Aircraft and Agricultural Implement Workers of America. The differences that led to the work stoppage involving the same union and the Ford Motor Company of Canada, Limited, and affecting more than 7,000 workers did not appear to be nearing settlement. Other work stoppages concerned the Dominion Bridge Co., Limited, Lachine and Longue Point, and the United Steelworkers of America (involving more than 1,000 workers); Canadian Canners (Western), Limited, and the United Packinghouse Workers of America (more than 500 canning factory workers in British Columbia); Standard Sanitary and Dominion Radiator Limited, Toronto, and the United Steelworkers of America (more than 700 plumbing and heating equipment employees).

During October numerous settlements covering large numbers of employees were reached. Approximately 10,000 workers are directly affected by new agreements between the United Packinghouse Workers of America and the three major meat packing concerns, Canada Packers, Limited, Swift Canadian Co., Limited, and Burns & Co., Limited. The agreements provide a wage increase of three cents an hour, retroactive to August 1, and further increases amounting to approximately six cents an hour during the life of the two-year agreements. Following prolonged negotiations and conciliation, a one-year agreement was signed by representatives of the Canadian General Electric Company Limited and the United Electrical, Radio and Machine Workers of America. Several thousand employees in plants at Toronto and Peterborough are covered by the agreement under which fringe benefits are improved but wage rates remain the same as before. About 4,000 plumbers and steamfitters in Montreal, who went on strike September 14, returned to work early in November when agreements for an immediate 5-cent-an-hour wage increase and further increases during the life of the contracts were reached between plumbing and heating contractors, the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, and the *Syndicat National des Plombiers*. A strike in Winnipeg, also involving plumbers, was settled late in October. Workers gained an increase in wage rates of 15 cents an hour. Some 1,000 employees of the Dominion Engineering Co., Limited, Lachine, on strike during most of the month of October, returned to work when the Company and the International Association of Machinists agreed on a new contract providing increases in wage rates and other gains.

Negotiations during 1954 have, in general, been prolonged and strong differences have frequently arisen, particularly over union requests for wage increases. The impact of work stoppages, which had been

slight during most of the year, increased sharply in September and October. During October, 29 stoppages were in progress. These involved more than 26,000 workers and a time loss of 310,000 man-days.

## Wage Changes, October 1953 to 1954

Statistical information making possible an appraisal of wage trends during the past year is now available from several sources.

The accompanying tables indicate that considerably fewer wage increases have been effected this year than last and that the increases that have occurred are generally for smaller amounts.

Table 1 — Comparison of Changes in Wage Rates for Years Ending October, 1953 and 1954

| Change in Wage Rates in Cents per Hour | Per Cent of Establishments | |
|---|---|---|
| | October 1953 to October 1954 | October 1952 to October 1953 |
| Decrease | 1 | (1) |
| No Change | 57 | 37 |
| Increase | | |
| Less than 5¢ | 13 | 14 |
| 5¢ | 9 | 9 |
| 5.1¢ — 9.9¢ | 12 | 24 |
| 10¢ | 3 | 3 |
| 10.1¢ — 14.9¢ | 3 | 7 |
| 15¢ and over | 2 | 6 |
| Total | 100 | 100 |

(1) Less than one-half of one per cent.

Table 1 gives comparisons of general changes in wage rates of non-office employees in a sample of about 800 establishments. The sample includes both unionized and non-unionized plants. Well over half the establishments surveyed made no general change in wages between October 1953 and October 1954. During the previous year (October 1952-1953), only 37 per cent of the establishments surveyed failed to give a general wage increase. The table indicates that where increases were granted they generally were close to five cents per hour. Of the establishments that raised rates during the year ending October 1953, only about half gave increases of more than five cents an hour. The previous year almost two-thirds of the increases granted were higher than five cents.

This year as last, increases of more than ten cents an hour were infrequent. Examples of wage decreases, on the other hand, were extremely rare.

Collectively bargained wage adjustments during the period October 1953 to October 1954, based on a survey of 395 collective agreements, are shown in Table 2. The agreements examined are those, among a selected sample of 1,000 used in the Economics and Research Branch for analytical purposes, that were bargained and forwarded to the Branch during the period. A further substantial number of contracts in the sample were subject to bargaining during the year. Some had been signed but had not, at the date of writing, been forwarded to the Branch. Others were still under negotiation. There was also a substantial number of two-year agreements not subject to bargaining during the period under review.

Table 2 – Wage Changes Bargained in Sample of 395 Collective Agreements, October 1, 1953 to October 1, 1954

| Wage Change in Cents per Hour | Agreements | | Workers Covered | |
|---|---|---|---|---|
| | Number | Per Cent | Number | Per Cent |
| Decrease | 2 | 0.5 | 500 | 0.2 |
| No Change | 86 | 21.8 | 87,379 | 33.1 |
| Increase | 307 | 77.7 | 176,123 | 66.7 |
| 0 – 4.9 cents | 79 | 20.0 | 29,951 | 11.3 |
| 5 – 9.9 cents | 140 | 35.5 | 94,821 | 35.9 |
| 10 – 14.9 cents | 57 | 14.4 | 36,948 | 14.0 |
| 15 cents or more | 31 | 7.8 | 14,403 | 5.5 |
| Totals | 395 | 100.0 | 264,002 | 100.0 |

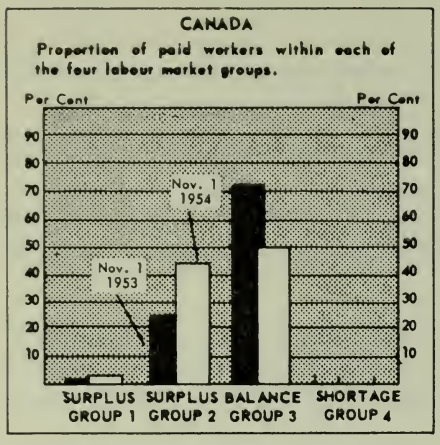
While most of the agreements included in the table cover a single establishment, some apply to several plants. Conversely, some agreements apply only to small groups of employees within a particular establishment.

Although the information provided in Table 2 is not strictly comparable with that of Table 1, it will be noted that where increases were granted they were most frequently in the range 5-9.9 cents an hour according to both surveys. However, the proportion of settlements for amounts greater than ten cents, as shown in Table 2, is slightly larger than the proportion indicated in the reports of establishments covered in Table 1. About 22 per cent of the agreements included in Table 2 failed to provide a wage increase, compared with 57 per cent of the establishments surveyed in Table 1. Part of this difference can be explained by the fact that firms having a two-year agreement had not bargained during the period, and firms having agreements in which bargaining was under way but not concluded during the period, do not show up in Table 2. On the other hand, such firms will have reported no wage change in the survey covered in Table 1.

Comparison of the wage changes in collective agreements, as shown in Table 2, with similar information for previous years indicates a downward trend in the amounts of wage increases being negotiated. An analysis of a sample of agreements bargained during the first nine months of 1953 (L.G., Oct. 1953, p. 1410) shows that the largest concentration of increases in that period was also in the 5-9.9-cents-an-hour range. In the 1953 analysis, however, 40 per cent of the agreements had increases in higher ranges, compared with 22 per cent in the current survey. On the other hand, the proportion of agreements in the 0-4.9 range in Table 2 is double that in the 1953 analysis, while the percentage having no change is more than twice as great. In terms of workers covered, the proportion failing to get a wage increase is much higher in the current analysis.

Compared with surveys of agreements made in 1952 and 1951, the current amounts of wage settlements have declined sharply. In 1951-1952, wage increases of more than ten cents an hour were the rule and very few agreements failed to provide some wage increase (L.G., Mar. 1953, p. 348 and Mar. 1952, p. 268).

# Manpower Situation in Local Areas




OCTOBER marked the beginning of a transition from summer to winter levels of activity. Hiring for pulp cutting and lumbering recorded a sharp upturn, absorbing some 15,000–20,000 workers. On the other hand, the demand for labour showed a seasonal decline in the food and beverage, rail and water transportation, service and construction industries, which normally experience an employment decline of more than 20,000 at this time.

Reductions in labour requirements were reflected in an increasing supply of workers in most labour market areas, although labour surpluses seemed to be accumulating more slowly than last year. During the month, 14 areas were reclassified. One area, New Glasgow, moved into the substantial surplus category, in which Windsor and Oshawa were also again classified. Four other large industrial and eight minor areas moved from the balanced to the moderate surplus category, and one area, Rouyn-Val d'Or, moved from the moderate surplus to the balanced category. As shown in the accompanying table, the number of areas with a balanced labour demand-supply situation at November 1 was considerably smaller than last year, although the difference had narrowed during the month owing to some delay in the downturn of seasonal activity, particularly in agriculture.

The higher level of unemployment this year continued to be the result of less buoyant conditions in industrial centres. As illustrated in the bar chart above, areas in the labour surplus categories covered one-half of the country's wage earners, compared with 27 per cent last year. This difference is largely accounted for by the increase in available workers that has developed this year in such large centres as Montreal and Quebec.

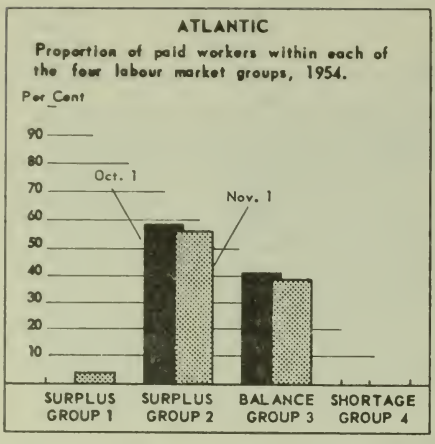
| Labour Market Area | Labour Surplus * | | | | Approximate Balance * | | Labour Shortage * | |
|---|---|---|---|---|---|---|---|---|
| | 1 | | 2 | | 3 | | 4 | |
| | Nov. 1 1954 | Nov. 1 1953 | Nov. 1 1954 | Nov. 1 1953 | Nov. 1 1954 | Nov. 1 1953 | Nov. 1 1954 | Nov. 1 1953 |
| Metropolitan | 1 | 1 | 4 | 2 | 6 | 8 | – | – |
| Major Industrial | 2 | – | 18 | 15 | 7 | 12 | – | – |
| Major Agricultural | – | – | 1 | 1 | 13 | 13 | – | – |
| Minor | – | – | 21 | 16 | 36 | 41 | – | – |
| Total | 3 | 1 | 44 | 34 | 62 | 74 | – | – |

*See inside back cover, *Labour Gazette*.

# CLASSIFICATION OF LABOUR MARKET AREAS,
# November 1, 1954

| | LABOUR SURPLUS | | APPROXIMATE BALANCE | LABOUR SHORTAGE |
|---|---|---|---|---|
| | Group 1 | Group 2 | Group 3 | Group 4 |
| METROPOLITAN AREAS (labour force 75,000 or more) | Windsor | Hamilton<br>MONTREAL ←<br>QUEBEC – LEVIS ←<br>Vancouver – New Westminster | Calgary<br>Edmonton<br>Ottawa – Hull<br>St. John's<br>Toronto<br>Winnipeg | |
| MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity) | NEW GLASGOW ←<br>Oshawa | Brantford<br>Corner Brook<br>Cornwall<br>Farnham – Granby<br>FORT WILLIAM – PORT ARTHUR ←<br>Guelph<br>Halifax<br>Moncton<br>Niagara Peninsula<br>Peterborough<br>Joliette<br>Sarnia<br>Saint John<br>Shawinigan Falls<br>Sherbrooke<br>Sydney<br>Trois Rivieres<br>VICTORIA ← | Kingston<br>Kitchener<br>Lac St. Jean<br>London<br>→ ROUYN – VAL D'OR<br>Sudbury<br>Timmins – Kirkland Lake | |
| MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture) | | Chatham | Barrie<br>Brandon<br>Charlottetown<br>Lethbridge<br>Moose Jaw<br>North Battleford<br>Prince Albert<br>Red Deer<br>Regina<br>Riviere du Loup<br>Saskatoon<br>Thetford – Megantic – St. Georges<br>Yorkton | |
| MINOR AREAS (labour force 10,000 – 25,000) | | Beauharnois<br>BRACEBRIDGE ←<br>Campbellton<br>Drummondville<br>Fredericton<br>Galt<br>Lindsay<br>Newcastle<br>North Bay<br>OWEN SOUND ←<br>PEMBROKE ←<br>PRINCE GEORGE ←<br>PRINCE RUPERT ←<br>Sault Ste. Marie<br>STE. AGATHE – ST. JEROME ←<br>Sorel<br>St. Hyacinthe<br>St. Stephen<br>Valleyfield<br>VICTORIAVILLE ←<br>YARMOUTH ← | Bathurst<br>Belleville – Trenton<br>Brompton<br>Bridgewater<br>Central Vancouver Island<br>Chilliwack<br>Cranbrook<br>Dauphin<br>Dawson Creek<br>Drumheller<br>Edmundston<br>Gaspe<br>Goderich<br>Grand Falls<br>Kamloops<br>Kentville<br>Lachute – Ste. Therese<br>Listowel<br>Medicine Hat<br>Montmagny<br>Okanagon Valley<br>Portage la Prairie<br>Quebec North Shore<br>Rimouski<br>Simcoe<br>St. Jean<br>Stratford<br>St. Thomas<br>Summerside<br>Swift Current<br>Trail – Nelson<br>Truro<br>Welkerton<br>Weyburn<br>Woodstock – Ingersoll<br>Woodstock, N.B. | |

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.




SEASONAL demands for labour were still quite strong in the Atlantic region during October, although the usual seasonal contraction of employment had begun. The initial decline occurred somewhat later than last year. At October 23, persons with jobs numbered 496,000, down 10,000 from the previous month but 8,000 higher than for the same date in 1953. Both full-time and part-time employment were at higher levels than a year earlier, the total figure showing a year-to-year increase for the first time in 1954.

Small lay-offs in some manufacturing plants and a slight reduction in construction labour requirements were the principal reasons for the downturn of employment during the month. These declines were partially offset by a sharp upswing in logging activity, which reached a level significantly higher than that of a year ago. In addition, hirings increased in confectionery and candy factories, to fill Christmas orders, and the potato harvest stimulated the demand for agricultural workers.

Some of the major industries of the region, however, continued to operate at lower levels than last year. This was particularly true of railways, which experienced a sharp decline in freight movements, and in iron and steel manufacturing, where production was curtailed owing to declining orders. Losses in these industries were largely offset by increases in logging and pulp and paper manufacturing.

Two areas were reclassified during the month—New Glasgow from the moderate to the substantial surplus category and Yarmouth, from balance to the moderate surplus category. Of the 21 areas in the region, ten were in balance, ten in the moderate and one in the substantial surplus category at the beginning of November. At November 1, 1953, 12 areas were in balance and nine in the moderate surplus category.

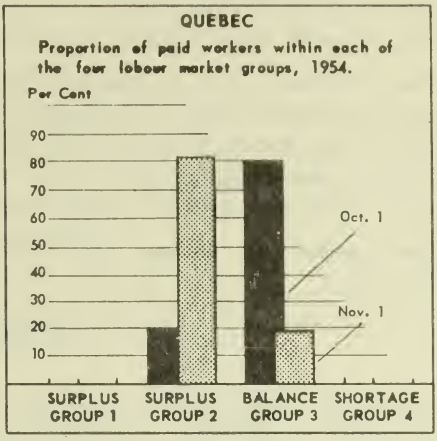
### Local Area Developments

**St. John's** (metropolitan). Remained in Group 3. A reduction in employment occurred in fish packing plants, partly because of light catches but chiefly because the new plant at Burin was destroyed by fire during the month. Total industrial employment continued at a level slightly lower than a year earlier. The construction industry accounted for most of the year-to-year decline.

**New Glasgow** (major industrial). From Group 2 to Group 1. Employment contracted in the coal mining and railway rolling stock industries. During September and October, layoffs in railway rolling stock totalled 800, representing the sharpest employment decline in manufacturing this year. The duration of these layoffs depends on orders for freight cars.

**Yarmouth** (minor). From Group 3 to Group 2. Seasonal declines in fishing and fish processing are the principal reasons for reduced activity in this area.

## QUEBEC




EMPLOYMENT in the Quebec region continued at a relatively high level during October as many of the workers released from summer seasonal industries moved into fall and winter work. In addition, there was some rehiring of textile, furniture and other manufacturing workers laid off earlier in the year. Over-all labour requirements were declining seasonally, however, although at a somewhat slower rate than a year ago. The decline was especially evident in the last half of the month, when hiring in logging was limited to filling replacement needs. The number of persons at work full-time totalled 1,387,000 at October 23, a decline of 13,000 from the number reported a month earlier. Part-time employment declined by 3,000 during the same period to a total of 68,000.

By the end of October, the number of persons registered for work in the textile industry was about the same as a year earlier; in heavy industry it was substantially greater. Little rehiring had yet occurred in the aircraft, railway rolling stock and machinery manufacturing industries, where employment was considerably lower than a year before. Employment increases in industries such as pulp and paper, trade and insurance did not quite offset decreases in other industrial sectors. In total, 19,000 fewer persons were at work in all industries in Quebec at October 23 than at the same time last year.

During the month, moderate labour surpluses developed in four areas, including Montreal and Quebec-Levis, which were formerly in balance. Labour market classifications of other areas remained unchanged, except for Rouyn-Val d'Or, where hiring of loggers was sufficient to change the situation from one of moderate surplus to balance. At November 1, of the 24 areas in the region, ten were in balance and 14 in the moderate labour surplus category.

### Local Area Developments

**Montreal** (metropolitan). From Group 3 to Group 2. The strike of plumbing tradesmen forced an earlier decline than usual in construction, adding to the influx of seasonal workers into the labour market. Employment was maintained at the dockyards, however, where a peak load of traffic was being pushed through before the winter closing of the port. Some evidence of employment stability has appeared in the non-seasonal sector of the industry in the area.

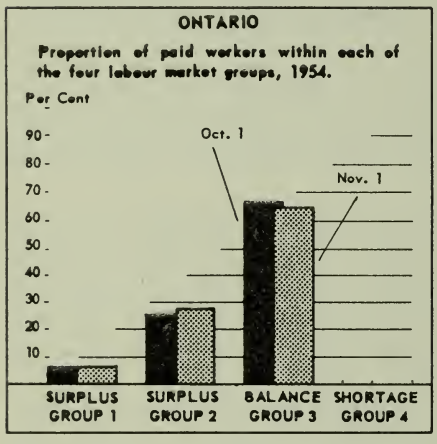
**Quebec-Levis** (metropolitan). From Group 3 to Group 2. Seasonal decline in employment was slow as construction and shipbuilding activity continued at high levels. Movement of men into woods work was extensive during the early part of the month.

**Rouyn-Val d'Or** (major industrial). From Group 2 to Group 3. Current improvement reflects stabilized employment in mining together with recruiting of woods workers in the area. Employment in construction also showed more strength than usual this year.

**Trois-Rivières** (major industrial). Remained in Group 2. Registrations for employment were considerably higher than in October 1953. Continued slackness in heavy industry appeared to be the major factor. Year-to-year declines in activity were also recorded in the boot and shoe, sash and door and paper manufacturing plants.

**Ste. Agathe - St. Jérôme** and **Victoriaville** (minor). From Group 3 to Group 2.

## ONTARIO




TOTAL employment in the Ontario region changed very little during October although there were slight changes in various industries. The total number of persons with jobs at October 23 was 1,921,000, compared with 1,928,000 a month earlier and 1,916,000 a year earlier. The slight decline in total employment during the month was balanced by an approximately equal withdrawal from the labour force, as temporary workers in some of the seasonal industries such as agriculture and fruit and vegetable processing left the labour force.

A year-to-year increase was recorded in October in the number of persons with jobs but at the same time, the labour force increased more than in any other region, largely through immigration. The year-to-year increase in unemployment was also greater than in any other region.

Employment trends varied considerably in different industries during October, particularly in the manufacturing sector. Slight employment increases occurred in some of the textile, meat processing, consumer electrical apparatus and automobile plants. On the other hand, further declines occurred in the primary iron and steel, sawmill and agricultural implement industries and in some of the supplier companies affected by the strike-bound Ford Motor Company and Massey-Harris-Ferguson plants. The construction industry continued firm during October; activity increased in some areas during the fine weather at the end of the month. Hiring for woods operations was proceeding at a very gradual pace and employment in logging reached about the same level as a year earlier.

The number of job registrations increased slightly in most of the Ontario local areas during October but the increases were only sufficiently large to cause reclassification of three minor areas—Bracebridge, Owen Sound, and Pembroke. At the beginning of November, 17 of the 34 areas were still in balance, 15 were in the moderate surplus and two in the substantial surplus category. This compared with 30 in balance, three in the moderate and one in the substantial surplus category a year earlier.

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 2. Contrary to usual seasonal patterns, demand for construction workers increased towards the end of October. Although unemployment in the area was considerably higher than a year ago, labour demand appeared to be holding firm whereas at this time last year it was declining rapidly.

**Ottawa-Hull** (metropolitan). Remained in Group 3. Little change occurred in the labour market in Ottawa during the month. Demand for construction workers and for engineers remained strong.

**Toronto** (metropolitan). Remained in Group 3. There was a slight improvement in the electrical apparatus industry during the month but activity in heavy industries continued slow. Construction work was brisk and the labour supply plentiful. The floods caused some temporary work stoppages but many workers were employed in emergency clearing operations.

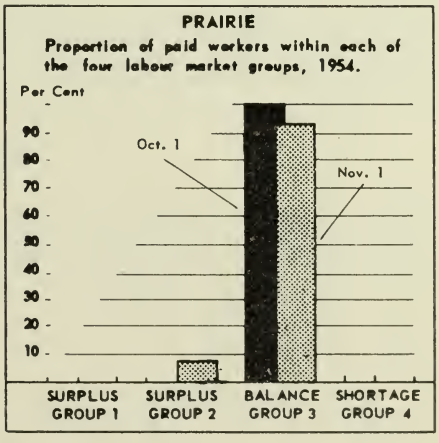
**Windsor** (metropolitan). Remained in Group 1. No change occurred in the labour market situation as the Ford strike continued to affect supplier plants. The Chrysler Corporation of Canada began production of new models but was not back to full production schedules.

**Oshawa** (major industrial). Remained in Group 1. There was considerable improvement in the employment situation during October as General Motors began production of new models.

**Bracebridge, Owen Sound** and **Pembroke** (minor). From Group 3 to Group 2.

## PRAIRIE

EMPLOYMENT increased slightly in the Prairie region during October, a month when a decline usually occurs. Favourable weather, which followed a prolonged spell of poor harvesting conditions, resulted in a pick-up in farm labour requirement for the completion of the 1954 grain crop harvest. Industrial employment, though continuing at a high level, declined slightly, in accordance with the usual seasonal pattern. The construction industry showed particular buoyancy following a change in weather



conditions and several large building projects were undertaken during the month. At October 23, the number of persons with jobs totalled 949,000, an increase of 4,000 from the previous month and 8,000 from the estimate for a year earlier.

The general level of industrial employment during October was about the same as a year before. The construction and service industries continued to show the most buoyancy, recording large year-to-year increases in all the three provinces. On the other hand, employment in rail transportation and coal mining industries continued well below last year's levels.

Only one area, Fort William-Port Arthur, was reclassified during the month—from the balanced to the moderate surplus category. With this change, one of the 20 areas in the region was in the moderate surplus category and 19 were in balance at the beginning of November. At November 1, 1953, all 20 were in balance.

### Local Area Developments

**Edmonton** (metropolitan). Remained in Group 3. Construction employment showed a further rise but labour requirements were being met by a steady influx of workers from other areas. Heavy demands continued for carpenters, painters, plumbers, steam fitters, cement finishers, brick layers and plasterers. On the other hand, the available supply of unskilled workers increased more quickly during the month than it could be absorbed.

**Winnipeg** (metropolitan). Remained in Group 3. Little change occurred in over-all labour demand and supply. The volume of construction work undertaken during the month continued to increase.

**Calgary** (metropolitan). Remained in Group 3. All segments of the construction industry showed accelerated activity. Contractors were working a 12-hour day on highway and road work in order to make up for time lost because of bad weather earlier in the season and house-building activity reached a seasonal peak, following a pick-up in residential construction. The value of new residential construction begun during the month amounted to about $4,500,000. Total industrial employment at the beginning of September was about two per cent higher than in the same month last year.

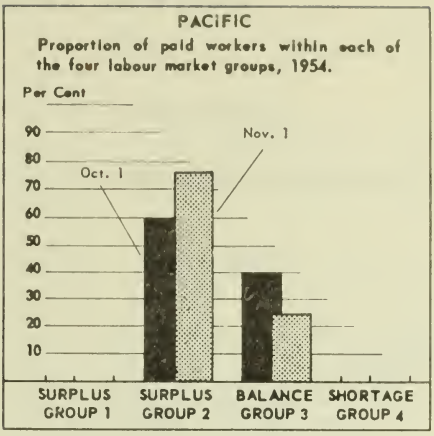
**Fort William-Port Arthur** (major industrial). From Group 3 to Group 2. Further lay-offs occurred at Port Arthur shipyards and employment in agriculture declined. These employment reductions were partially offset by an upswing in logging activity, which reached a seasonal peak during the month.

## PACIFIC

EMPLOYMENT in the Pacific region remained quite stable during October, although some small lay-offs in seasonal industries were reported. The number of persons at work declined slightly from 414,000 at September 18 to 410,000 at October 23. The comparable total in October 1953 was 406,000.

During the month, there was moderate demand for certain types of agricultural labour, particularly potato and apple pickers. Logging and

sawmill employment remained at a high level in most areas, the notable exception being Prince George, where extremely wet weather seriously curtailed operations. Sustained domestic and export demand for lumber kept sawmills busy. Manufacturing employment showed little change; employment in construction remained fairly high, although some lay-offs were reported following the completion or near-completion of a number of projects.




In October, three labour market areas were reclassified from the balanced to the moderate labour surplus category. As a result, six of the ten labour market areas were in balance and four had a moderate labour surplus at the beginning of November. At November 1, 1953, five areas were in balance and five had a moderate labour surplus. Trail-Nelson, in balance this year, had a moderate labour surplus a year ago and was the only labour market area in a different category from last year. Apart from this area, labour supplies were the same or higher than last year in all areas, including Vancouver-New Westminster, where more than half the paid workers in the region are located.

## Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 2. The usual fall decline in employment occurred as activity decreased in seasonal industries. Logging camps and sawmills continued to operate at capacity; log supplies were adequate and lumber markets firm. Shingle, plywood, and pulp and paper mills were still busy and there appeared to be no easing in current demand. Some lay-offs occurred in foundries and machine shops. The construction industry operated at about the same level as in September. Apartment building predominated and was expected to prolong employment into the winter by providing a considerable amount of inside work.

**Victoria** (major industrial). From Group 3 to Group 2. Logging continued at peak production. Sawmills were exceptionally busy filling export orders, which resulted in a very high level of employment. Some lay-offs occurred in shipbuilding but the employment situation was considered more stable.

**Prince George** (minor). From Group 3 to Group 2. Extremely wet weather resulted in a sharp decrease in logging, sawmilling and construction.

**Prince Rupert** (minor). From Group 3 to Group 2.

# Current Labour Statistics

(Latest available statistics as of November 10, 1954)

| Principal Items | Date | Amount | Percentage Change From | |
|---|---|---|---|---|
| | | | Previous Month | Previous Year |
| *Manpower* | | | | |
| Total civilian labour force (a) | Oct. 23 | 5,461,000 | − 0.4 | + 1.4 |
| Persons with jobs | Oct. 23 | 5,282,000 | − 0.6 | + 0.2 |
| At work 35 hours or more | Oct. 23 | 4,819,000 | 0.0 | − 0.8 |
| At work less than 35 hours | Oct. 23 | 334,000 | − 2.9 | +16.0 |
| On short time | Oct. 23 | 31,000 | +14.8 | −16.2 |
| Usually work less than 35 hours | Oct. 23 | 211,000 | + 9.9 | +15.3 |
| Other reasons | Oct. 23 | 92,000 | −26.4 | +35.3 |
| With jobs but not at work | Oct. 23 | 129,000 | −15.1 | + 3.2 |
| Laid off full week | Oct. 23 | 11,000 | 0.0 | −21.4 |
| Other reasons | Oct. 23 | 118,000 | −16.3 | + 6.3 |
| Persons without jobs and seeking work | Oct. 23 | 179,000 | + 7.2 | +59.8 |
| Registered for work, NES (b) | | | | |
| Atlantic | Oct. 21 | 26,064 | + 5.8 | + 5.0 |
| Quebec | Oct. 21 | 74,373 | + 6.3 | +28.9 |
| Ontario | Oct. 21 | 100,465 | + 2.3 | +60.2 |
| Prairie | Oct. 21 | 29,317 | +13.6 | +42.7 |
| Pacific | Oct. 21 | 29,051 | +16.6 | +11.0 |
| Total, all regions | Oct. 21 | 259,270 | + 6.5 | +35.1 |
| Ordinary claims for Unemployment Insurance benefit | Oct. 1 | 187,745 | − 1.8 | +57.3 |
| Amount of benefit payments | Sept. | $12,397,571 | + 2.7 | +84.0 |
| Industrial employment (1949=100) | Sept. 1 | 112.7 | + 0.5 | − 3.4 |
| Manufacturing employment (1949=100) | Sept. 1 | 108.3 | + 0.3 | − 6.3 |
| Immigration | Sept. | 10,979 | −23.1 | + 1.4(c) |
| *Industrial Relations* | | | | |
| Strikes and lockouts—days lost | Oct. | 309,986 | — | +17.1(c) |
| No. of workers involved | Oct. | 26,262 | — | +18.5(c) |
| No. of strikes | Oct. | 29 | — | − 4.4(c) |
| *Earnings and Income* | | | | |
| Average weekly wages and salaries | Sept. 1 | $58.94 | − 0.4 | + 2.3 |
| Average hourly earnings (mfg.) | Sept. 1 | $1.40 | − 0.9 | + 2.9 |
| Average hours worked per week (mfg.) | Sept. 1 | 40.9 | + 0.5 | − 0.3 |
| Average weekly earnings (mfg.) | Sept. 1 | $57.10 | − 0.4 | + 2.6 |
| Consumer price index (av. 1949=100) | Oct. 1 | 116.8 | 0.0 | + 0.1 |
| Real weekly earnings (mfg. av. 1949=100) | Sept. 1 | 117.2 | − 0.3 | + 2.1 |
| Total labour income $000,000 | August | 1,014 | + 0.4 | + 2.0 |
| *Industrial Production* | | | | |
| Total (average 1935—39=100) | August | 244.2 | + 2.2 | − 1.8 |
| Manufacturing | August | 249.0 | + 3.0 | − 5.0 |
| Durables | August | 283.7 | − 0.2 | − 9.0 |
| Non-Durables | August | 226.9 | + 5.7 | − 1.6 |

(a), (b): See inside back cover, *Labour Gazette.*

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Notes of Current Interest

## *BLE Chief in Canada, James B. Ward Dies*

James B. Ward, Assistant Grand Chief Engineer and National Legislative Representative at Ottawa of the Brotherhood of Locomotive Engineers, died in Vancouver October 18 while on a business trip for the 8,000-member union. He was in his 71st year.

He was also, since 1948, Secretary of the National Legislative Committee (Canada) of the International Railway Brotherhoods.

Mr. Ward was named Canadian head of the Brotherhood at its international convention in 1947.



James B. Ward

A native of the Orkney Islands, Mr. Ward came to Canada as a child with his parents, who settled in Vancouver.

Two months after he began his railway career as a painter's helper at Vancouver, in March 1903, he became locomotive fireman. In May 1907 he was promoted to locomotive engineer.

From 1916 to 1927 he was chairman of the Revelstoke local of the Brotherhood. In 1927 he became General Chairman of the Brotherhood on the Canadian Pacific Railway; this office he held until his election as Assistant Grand Chief Engineer.

Mr. Ward served many years as an alderman in Revelstoke during his residence there.

In 1933, he was elected Chairman of the General Conference Committee of the 18 standard international railway labour organizations; he served in that capacity until 1947. It was for his services on this Committee during the Second World War that he was made a Commander of the Order of the British Empire (CBE).

He served on numerous government commissions and committees as a representative of railway labour organizations. These included the National Labour Supply Council during the early years of the Second World War, and the National Advisory Committee on Manpower. He was also a director of the War Assets Corporation.

Mr. Ward represented labour at conferences of the International Labour Organization in Mexico City in 1946; in San Francisco in 1948; and in Geneva in 1949 and 1951.

When the CPR undertook a study of a contributory pension plan, Mr. Ward was one of the employee representatives who assisted in formulating the scheme. When it was inaugurated in 1937, he was one of the three elected employee members of the pension commission. He held that position until he became Canada's chief locomotive engineer.

He was buried in Vancouver.

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## *Labour Council President, J. P. McKay Died in Sept.*

Known as a prominent fighter against Communist elements in labour circles, J. P. McKay, President of the Essex and Kent Counties Trades and Labour Council, died in Windsor September 15 at the age of 71. Mr. McKay had recently returned from the Trades and Labour Congress of Canada convention in Regina.

A machinist by trade, he had served several terms on the Windsor Board of Education.

Mr. S. Sasso, Vice-president of the Council and a member of the Bricklayers, Masons and Plasterers International Union of America (AFL-TLC), has been named to succeed Mr. McKay. George Rose, a member of the International Typographical Union, will succeed Mr. Sasso as Vice-president.

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Claims under the Government Employees Compensation Act for the first six months of the current fiscal year numbered 7,353, of which 94 were disallowed, making a net total of 7,259. In the corresponding period of the previous fiscal year, claims totalled 6,885, of which 46 were disallowed for a net total of 6,839.



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## *AFL, CIO Leaders Predict Merger by End of 1955*

Merger of the American Federation of Labour and the Congress of Industrial Organizations is now predicted by leaders of the two groups for 1955.

In a joint statement issued after a unity meeting in Washington October 15, AFL President George Meany and CIO President Walter Reuther announced that the two labour groups had agreed on the creation of "a single trade union centre in America through the process of merger which will preserve the integrity of each affiliated national and international union". A subcommittee of union leaders to draft a detailed plan for the merger was appointed at the meeting.

The joint statement said merger would come "certainly before the end of 1955".

Speaking for both organizations, Mr. Reuther said the subcommittee would consist of three representatives from each labour group* and would include Mr. Meany and himself. Mr. Meany said that when the final draft of the merger plan had been worked out, it would be submitted to conventions of both organizations for final approval.

Commenting approvingly on the merger talks, U.S. Secretary of Labour James P. Mitchell said a merger would probably "lead to more responsibility" and to "more participation in our economic, social and political affairs" by organized labour.

The AFL now claims 10,200,000 members, while membership in the CIO is listed as more than 4,000,000. Two other large labour groups in the United States which are not affiliated with either the AFL or the CIO are the Railway Brotherhoods, with some 2,000,000 members, and the United Mine Workers of America, with about 500,000 members.

The predicted AFL-CIO merger would heal the 19-year old split in organized labour in the United States caused originally by conflicts between industrial unions and those organized along trade or craft lines. In 1935, John L. Lewis pulled his mine workers and other industrial unions out of the AFL and subsequently formed the CIO. Since then Mr. Lewis and the mine union have quit the CIO and are now independent.

Both Mr. Meany and Mr. Reuther have worked steadily on the idea of merger in the two years since they succeeded to the top positions in their respective organizations after the deaths of the AFL's William Green and the CIO's Philip Murray within a few days of each other in November 1952.

Last year the leaders of the AFL and the CIO signed a two-year no-raiding pact which since then has been ratified and subscribed to by 70 per cent of the AFL unions and 50 per cent of the CIO unions. At the time of signing, the pact was seen as a first step towards eventual labour unity, and it has succeeded to a large extent in eliminating raiding and jurisdictional disputes between the two federations.

Two major holdouts to the pact to date, however, are the International Brotherhood of Teamsters (AFL) and the United Steelworkers of America (CIO), each with more than one million members.

*It was later announced that the other two members from the AFL would be William Schnitzler and Matthew Woll; from the CIO, James B. Carey and David McDonald.

## *AFL Union Held Guilty Of Raiding CIO Local*

In the first arbitration case to arise out of the no-raiding pact between the American Federation of Labour and the Congress of Industrial Organizations, an AFL union last month was found guilty of raiding by an impartial umpire under the pact.

The dispute arose when 400 workers in a Georgia poultry-packing plant sought to quit the United Packinghouse Workers (CIO) and to affiliate with the Amalgamated Meat Cutters and Butcher Workmen (AFL). Both unions had signed the no-raiding pact last June 9 (L.G., June, p. 772).

When the workers asked for a National Labour Relations Board election, the CIO called on the umpire, David L. Cole, former Director of the U.S. Mediation and Conciliation Service. Finding that the Packinghouse Workers local had taken no action to leave the CIO until a month after the no-raiding ban became effective, Mr. Cole ruled that admission of the secessionists into the AFL would violate the pact.

Only three other disputes have occurred since the pact went into effect; they were settled by the Secretaries of the AFL and CIO.

## *TUC Code Minimizes Inter-Union Friction*

A code of "good behaviour" operating among the various British Trades Union Congress affiliates has been successful in minimizing inter-union friction. The code is known as the Bridlington Agreement,

having been approved at the 1939 congress held in that town. A report of the operation of the TUC's conciliation machinery under this agreement is made at each year's annual convention.

Although the agreement does not form a strict legal code, its acceptance is general and the benefits it brings are freely and widely acknowledged, according to the TUC.

Briefly, the agreement provides the procedure to be followed before one union accepts members from another and outlines ways of keeping inter-union friction to a minimum. For instance, it states that a union should not accept a member of another union where inquiry shows that the member is under discipline in that union, is in arrears with contributions, or is engaged in a trade dispute.

Another provision is that a union "should not commence organizing activities at any establishment or undertaking in respect of any grade or grades of workers in which another union has the majority of workers employed and negotiates wages and conditions, unless by arrangement with that union".

The General Council is empowered to summon representatives of a union to appear before it or an appropriate committee so that there may be an investigation of the union's conduct. If a union does not attend, the investigation goes on in its absence. Should the General Council then decide that the activities of the union concerned are detrimental to the interests of the trade union movement or contrary to the declared principles of Congress, the Council will direct the union to cease such activities.

If the direction is disobeyed or ignored, the Council may suspend the union until the following annual congress, when the whole issue would be considered and a decision taken, which could involve further suspension or exclusion from congress.

## *Mechanization Diminishes Fishermen; But Not Clerks*

Mechanization has thinned the ranks of Canada's fishermen but in the United States, despite the phenomenal increase in the production of automatic office equipment, clerical workers are still in great demand.

The Dominion Bureau of Statistics reported last month that sails have given way to engines and small boats to larger vessels in Canada's fishing fleet since the war and that the number of commercial fishermen dropped from 73,514 in 1946 to 64,342 in 1952.

The Bureau of Labor Statistics, U.S. Department of Labor, has reported that persons in clerical employment increased 64 per cent from 1940 to 1954. In April last year, nearly eight million men and women were employed in clerical work.

The decrease in the number of Canadian fishermen since 1946, DBS states, has been confined to men fishing from boats and men fishing from shore. Men fishing from vessels increased by 1,245 to 9,772 in 1952, while men fishing from boats decreased by 4,460 to 44,732 and men fishing from shore by 5,857 to 9,838.

All told, the number employed in Canada's fishing industry, including fish processing, was reduced by 13,530, or 15 per cent, to 79,380 in the six-year period 1946-52.

The U.S. Department of Labor, in a circular dealing with the occupational outlook in clerical employment, said that employment expansion is expected to continue, "although the rate of growth may slow down somewhat" because of new office equipment.

## *CCCL Shoe Workers Win Guaranteed Work Week*

Workers at the Grant Slippers shoe factory in Montreal, members of the Montreal Shoe Workers' Union (CCCL), have won an assurance of 42 hours' work per week for 11 months of the year.

A clause in a new collective agreement between the company and the union provides that, from October 1, 1954, to August 31, 1955, the employer undertakes to provide all employees covered by the agreement with work for 42 hours each week, at their usual occupation or at some other job in the production process.

If he is engaged in his usual work, the employee will be paid at the rate provided for that occupation; for time worked on another job he will be paid at the rate set by the decree governing the boot and shoe industry for his permanent classification.

The company undertook to increase the number of its employees to 60 in September, and to retain any employee hired during that period, provided he has proved competent during the 30 days following his hiring.

The employees must be at the disposal of their employer 42 hours per week, except during the period from December 27, 1954, to January 10, 1955; during the summer vacation, on holidays and in cases of absence for a good reason.

## *Business Outlook for '55 "Not Good, Not Bad"*

Continuation of the pattern established this year—"not very good and not very bad"—is forecast for the Canadian economy for 1955.

Speaking at the annual business clinic sponsored by the University of Western Ontario School of Business Administration at London, Dr. O. J. Firestone, economic adviser to the federal Department of Trade and Commerce, said "there is little evidence to suggest we can expect any major change in the economic climate".

Concurrence with this opinion was expressed by Dr. J. K. Galbraith, professor of economics, Harvard University School of Public Administration, who told the conference that he saw "no strong argument" for a serious depression.

"When the American economy is well launched in a persistent form of behaviour it tends to stay that way," he said. That is the lesson of the last 20 years, he observed. If, in the present state of stagnation, nothing is done about it, it might last for some time.

This opinion is borne out by a survey of Canadian business executives conducted by the University, the results of which were announced while the business clinic was being held. They show that 61 per cent of those replying expect production in 1955 to continue at the present level; only 17 per cent predict an increase and 20 per cent a decrease.

The poll shows also that 62 per cent expect industrial employment to continue at much the same level. A similar majority expect consumer prices to remain at the 1954 level. Fifty per cent are of the opinion that wages and salaries will remain the same; 45 per cent expect incomes to increase.

A Gallup poll study on employment, however, shows that, by a ratio of three to one, those interrogated believe that during the next five years jobs will have to be created by the Federal Government if there is to be anything like full employment. Sixty-five per cent hold this view, compared with 21 per cent who think business can provide sufficient jobs. The remaining 14 per cent were undecided.

Business, according to Drs. Firestone and Galbraith, has become stabilized on a high plateau and, unless something occurs to push it out of the rut, the present condition might last for some time.

The levelling process which has been evident for some months, said Dr. Galbraith, is the product of conflicting economic pressures. Favourable factors have been the high volume of construction and the rise in disposable income due to wage increases and tax cuts. Pressing downward have been the slump in textiles, the "bad behaviour" of steel and the "very rocky time" encountered by the automotive industry, other than Ford and General Motors.

One thing that could bring the present stagnation to an end, Dr. Galbraith indicated, is an aggressive government policy to do something about it. Such things as "tax cuts and increased government spending to bring an inflationary policy to bear might well start the ball rolling again; and nor am I sure that I would be against it," he said.

Examining the Canadian economy, Dr. Firestone conceded that it is influenced by economic trends in the United States. But he emphasized that there are important elements of strength in the Canadian economy—resource development, population growth, high capital spending—that tend to counteract American influence. The Canadian economy, he said, continued to expand during the 1948-49 United States recession and in the current recession the dip in that country has been much more pronounced than in Canada.

Providing stability continues to be the pattern in the United States, and the demand for Canadian exports to Europe continues to hold up, Dr. Firestone thought the Canadian outlook would continue to be favourable.

"If at some future date," he said, "the United States has a serious recession, Canada and the other countries will feel it too. But, on the whole, Canada has developed much more stability than we are given credit for".

Referring to the role of public works as a means of fighting recession, Dr. Firestone did not consider them solutions to unemployment in regions that are economically unsound.

"Public works", he said, "can help healthy areas overcome temporary problems but they can do little to transfer economically unsound districts into sound communities."

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## *U.S. Unemployment Drops To Year's Low in Oct.*

President Eisenhower announced October 25 that unemployment in the United States had dropped to 2,700,000, the first time it has gone below the three-million mark this year.

In an address to a meeting of the National Security Industrial Association in Washington, the President read what he described as the latest government figures on employment. These showed that the number of unemployed in October dropped by 400,000 from 3,100,000 in September.

A few days earlier, U.S. Secretary of Labor James P. Mitchell made a report from preliminary figures to the same effect. Speaking at a meeting of the Business Advisory Council in Hot Springs, Virginia, he also predicted that unemployment would continue to decline during the last quarter of this year.

More precise figures were released by the U.S. Bureau of Census, which reported that unemployment in the United States for the week ended October 9 was 2,741,000, a decline of 358,000 from the September figure of 3,099,000.

Total employment in early October, said the Bureau, was 62·1 million, the same as a month earlier.

The U.S. Department of Labor reported October 22 that the number of persons drawing unemployment benefits had dropped to the lowest level since last December.

The Department said 1,458,100 jobless persons received unemployment compensation in the week ending October 9. This was a drop of 55,400 from the previous week and 754,900 below the 1954 peak of 2,213,000 reached late in February.

The week ending October 16 saw a decline in the number of persons filing new claims for unemployment insurance. The Labour Department reported that first claims totalled 253,700, a drop of 19,300 from the previous week.

In another report, issued jointly with the Department of Commerce, the Labour Department said new construction activity in the United States in September matched the all-time peak volume of $3·6 billion achieved in August to round out the most active quarter on record for the construction industry.

The value of new work put in place during September brought the third quarter total to $10,750,000,000, seven per cent more than in the July-September period of 1953.

Economists in the United States continue to predict degrees of prosperity for both the near and more distant future.

A large majority of a panel of leading economists, which last year predicted the mild downturn in business activity in 1954, expect a moderate improvement in 1955.

Replies from 186 economists and business analysists to a detailed questionnaire in the annual survey of economic opinion made by the F. W. Dodge Corporation indicated that three out of four expect total national output in 1955, as measured by gross national product, to be higher than current levels in each quarter, with a steady rise during the year.

With regard to the more distant future, Dr. Grover W. Ensley, staff director of the Joint Congressional Committee on the Economic Report, said he foresaw, during the 12 years between 1953 and 1965, an increase of one-fifth in population, a reduction of the average annual hours of work of nearly ten per cent, an increase in the total national product of nearly 50 per cent in constant prices, and a rise in real disposable income per capita of nearly 30 per cent.

The predictions of another prominent economist, Dr. Arthur F. Burns, Chairman of the Council of Economic Advisers, have been labelled "politically expedient economic optimism".

Walter Reuther, President of the Congress of Industrial Organizations, made this accusation regarding Dr. Burns' prediction during a recent speech in Detroit that the United States is "again entering a phase of economic expansion".

The CIO President said Dr. Burns presented "questionable interpretations of carefully selected statistics" while failing to mention or trying to minimize economic indicators "showing considerably greater unemployment, lower farm and worker income, and a drop in the nation's production of goods and services over the last year".

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## *Commodity Imports Drop 3 Per Cent in August*

Commodity imports into Canada during August were almost 3 per cent less in value than in August last year, the Dominion Bureau of Statistics has reported. During the January-August period they declined a little more than 8 per cent.

The following table shows the value of some of the major commodity imports in August and in the January-August period together with corresponding 1953 figures, listed in order of value for the eight-month period.

| | August | | January-August | |
|---|---|---|---|---|
| | 1953 | 1954 | 1953 | 1954 |
| | (in thousands of dollars) | | | |
| Automobile parts... | 12,305 | 6,944 | 159,679 | 135,003 |
| Farm implements... | 17,351 | 11,062 | 171,959 | 115,217 |
| Coal ..... | 12,685 | 9,636 | 86,984 | 64,766 |
| Automobiles ..... | 7,249 | 3,737 | 82,082 | 57,653 |
| Cotton products.... | 5,921 | 5,921 | 65,386 | 52,078 |
| Cotton, raw and linters ..... | 3,028 | 4,315 | 40,945 | 33,283 |

## *U.S. Labor Force Survey Said Not Accurate Enough*

The Bureau of the Census in the United States has been advised that greater accuracy is needed in its methods of measuring the country's labour force.

A special three-man study has reported that although new survey methods introduced late last year have improved the accuracy of estimates of employment and unemployment, the methods are not yet good enough.

Until last year, the Census Bureau based its estimates of employment and unemployment on a survey sample covering 25,000 households in 68 areas of the country. When the new methods were introduced, the number of areas was increased to 230 but the number of households covered remained the same.

While pointing out that there were no fundamental flaws in the new sample design, the committee recommended that a substantially larger sample be taken to cover more areas and to increase the number of households in each.

Heading the committee was Frederick F. Stephan, professor of economics at Princeton University. The other two members were Dr. Lazare Teper of the International Ladies Garment Workers' Union (AFL) and Lester R. Frankel, assistant professor of statistics at New York University.

## *Housing Record in 1954? Aug. Figures Encouraging*

A new housing record may be established in Canada this year if the weather remains favourable, it has been predicted by the Hon. Robert Winters, Minister of Public Works, and DBS housing statistics for August indicate that the prediction may well come true.

Speaking to a meeting of the Canadian Association of Purchasing Agents in Montreal at the end of September, Mr. Winters said:—

"There are many variables in this equation of house building and it is difficult to forecast. However, if conditions of climate remain favourable throughout the balance of the year, I would imagine that we would again establish a new record."

(Last year, Canada produced 106,000 new houses, a record.)

Mr. Winters pointed out that the construction of 100,000 houses means that "something like a quarter of a million men are employed on site and off site for the entire year".

According to the Dominion Bureau of Statistics, starts on the construction of new dwelling units in August climbed to 10,978, compared with 10,883 in the same month last year. Completions rose to 7,718 from 7,445 and the number of units in various stages of construction at the end of the month was up slightly, from 71,522 to 72,150.

The number of starts in the January-August period rose to 71,567 from 69,463 a year earlier and completions to 57,673 from 53,764.

## *Housing Starts in U.S. Continue Strong in Aug.*

Non-farm housing starts in the United States, continuing strong for the time of year, totalled 111,000 in August, according to preliminary estimates of the Bureau of Labor Statistics, U.S. Department of Labor.

For the first eight months of 1954, private dwelling units put under construction totalled 780,500, representing a seasonally adjusted annual rate of 1,130,000 units. If activity continues at the same pace during the remaining four months of the year, 1954 will be the second best housing year in history. Last year, the seasonally adjusted annual rate of private housing starts for the first eight months averaged 1,085,000.

The August total was only 1,000 units under the July figure; it exceeded August 1953 volume by 17,800 units.

The total of 796,000 new dwelling units (private and public) started during January-August was 3 per cent above the 771,300-unit total for the comparable 1953 period, despite a reduction in public housing from 29,600 to 15,500 units.

## *Low-Cost Housing Bill Signed by Eisenhower*

Government-subsidized housing units to the number of 35,000 will be erected under the terms of a bill signed on August 3 by President Eisenhower. Though the bill will be effective for only one year and does not meet the President's original request for 140,000 low-cost housing units to be constructed over the next four years, Mr. Eisenhower said "millions of our families with modest incomes will be able, for the first time, to buy new or used homes".

Under the new legislation, an applicant approved by the Federal Housing Administration can now buy a $12,000 home with a down payment of $1,200 if new and $1,650 if old. The former down payment

was $2,400. Loans insured by the Housing Administration can run as long as 30 years.

The 35,000 public housing units will be available only to those displaced by slum clearance projects.

## *Says Lack of Interest Blocking Public Housing*

Lack of interest on the part of Canadian families is blocking the development of public housing, the President of the Central Mortgage and Housing Corporation said recently.

David B. Mansur, speaking at the 23rd Couchiching Conference at Geneva Park, Ont., said that until the attitude of most Canadians changes, there will be no appreciable growth of public housing in this country.

Mr. Mansur said the Federal Government has yet to turn down a proposal for public housing, and the Ontario Government has tried to convince municipalities of the need. Lack of enthusiasm on the part of city councils, he said, was "a fairly accurate reflection of the electors' views".

Surveys of families who had doubled up and of others living in substandard or slum areas indicated, he said, that a large proportion simply were disinterested in buying their own homes, even though many of them could afford to do so.

"Canadians seem to have an aversion to being told what to do," he said. "It is this inalienable right to do what they want with their money, ironically enough, that is one of the major obstacles in getting public housing on a large scale."

Mr. Mansur said non-home-owners in Canada were spending their money on cars rather than investing in new homes.

"I don't believe the majority of Canadians want public housing," he said. "In Saint John, N.B., for instance, six months after a 228-home project was completed, 100 remained vacant, even though there were more than 2,000 homes in the city listed as substandard."

He estimated a backlog of 250,000 new homes needed at present. These included 100,000 to accommodate families now doubled up, and about 150,000 to replace substandard houses that could not be repaired.

## *House Building Lags In Europe, U.N. Finds*

Europe is not building enough houses to care for its normal population growth and in most European countries standards of housing are below those of 1937, according to the United Nations Economic Commission for Europe.

Reporting the results of a special housing study, the Commission said that in 1953, the best house-building year since the war for most of the countries, the rate varied from 10·5 dwellings per 1,000 inhabitants in Norway to 2·3 dwellings per 1,000 in France.

Rent policies that keep rents artificially below what would be required to finance maintenance and replacement are held mostly responsible for the inadequate rate of construction.

## *Canadian Credit Unions Report Record Growth*

Canadian credit unions in 1953 numbered 3,607 with a total membership of 1,383,585, according to *Credit Unions in Canada 1953,* published by the federal Department of Agriculture. This represents the largest increase in the number of unions and membership ever reported.

The 1953 figures represent an increase of 272 unions and 133,150 new members over 1952.

Ontario reported the formation of 73 new unions, Quebec 51 and British Columbia 26. During 1953, credit unions in Quebec increased from 59 to 111, the total membership in that province amounting to 803,000 persons. The latter figure is approximately 20 per cent of the population of the province. About 9·7 per cent of the total population of Canada holds membership in credit unions. No other province approaches Quebec in the proportion of population served by credit unions.

Total assets of all credit unions in the country amounted to $492·4 million in 1953, an increase of $68 million, or 16·1 per cent, over 1952. This was 2 per cent less than the increase recorded from 1951 to 1952.

Total shares held by credit union members in Canada at the end of 1953 amounted to $133 million. This figure represents an increase of more than 30 per cent, which far exceeds previous increases.

Deposits at the end of 1953 totalled $323·8 million, which was an increase of 10·1 per cent over the total in 1952. All provinces contributed to the increase in shares except Newfoundland.

Since the war, 1,432 new credit unions have been organized, Ontario leading the way with 662, followed by Quebec with 326 and British Columbia with 138. During the same period, Quebec reported a membership increase of 419,000 persons, Ontario, 183,000 and British Columbia, 70,000.

## *Wage Re-opening Clause Given New Interpretation*

A Quebec arbitration court recently rejected a union's application for a wage adjustment, declaring that the request was not justified "since it is a request for an adjustment during the lifetime of the agreement".

Mr. Justice Philippe Marchand, who presided over the arbitration court, and Arthur Matteau, the employers' arbitrator for five Montreal hospitals, laid down a principle which might have profound repercussions on collective bargaining procedure in the province of Quebec, particularly with regard to agreements of more than a year's duration.

According to the majority decision, clauses providing for the re-opening of wage negotiations during the lifetime of a collective agreement are intended to prevent either of the parties from suffering as a result of sudden or unexpected changes in the economy.

### Request "Ill-founded"

For lack of satisfactory evidence to the effect that conditions justified a revision of the wages set by the agreement, the court decided that the request for a wage adjustment was ill-founded.

However, the union arbitrator, Raymond Beaudet, refused to concur in the majority opinion. "The method of adjusting wages during the lifetime of a collective agreement should be admitted in principle," he said, "because it favours conciliation in relations between employers and employees and assures the employer of the delay necessary to meet his social obligations."

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## *Problem of Older Worker Discussed in ILO Journal*

The problem of employment for older workers, which is becoming particularly important on account of the ageing of populations, is influenced by factors of two kinds, according to an article on the subject in the June issue of the *International Labour Review*, published by the International Labour Organization.

On the one hand, as a result of these population trends and the increased burdens laid on the working population as a result of the relative growth of the inactive population, a movement to prolong working life is developing in some countries. This is a new factor which may to a certain extent offset the effects of the ageing of the population.

On the other hand, the article declares, there are insufficient employment opportunities in many countries not only for aged workers but even, in a number of occupations, for persons of 40 or 45 years of age.

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## *May Picket to Recruit Members—N.Y. Ruling*

Peaceful picketing designed to recruit members for union membership cannot be interfered with by an employer, the New York State Court of Appeals ruled on October 22. In a 4 to 3 decision, which has been called "a milestone in labour history" by one AFL official, the court refused to grant an injunction against such union activity to a New York city liquor store owner whose establishment was picketed for two years.

Previously, a lower court had ruled that the picketing was unlawful because it sought to force the employer to negotiate, rather than aiming at the enrolment of the employees as union members. In the new decision, the majority opinion held that the picketing could not be considered as having had "an unlawful objective". In addition, the majority of the judges argued that the fact that the picketing had continued for two years without being successful in enlisting any new members for the union was not a controlling factor in the case.

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## *Gold Resigns Presidency Of Fur-Leather Union*

The International Fur and Leather Workers Union (independent) announced October 2 the resignation of Ben Gold, its President. Abe Feinglass, the union's Midwest Regional Director, was named to succeed him.

Mr. Gold, who has headed the 100,000-member union for the past 17 years, said in a statement that he intends to devote all his time to fighting a law recently passed by the United States Congress that denies legal privileges to unions found by the Subversive Activities Control Board to be Communist-dominated. He is now appealing a conviction on charges of having filed a false non-Communist oath under the Taft-Hartley law.

Mr. Feinglass, a member of the union for 27 years, was active in the negotiations that brought about the merger of the fur and leather worker unions. The union credits him with leading the campaign in his area to organize open shop tanneries and to help increase wages from 60 cents to more than $1.95 per hour.

## *UMW Names Jenkins To Organize Seamen*

Freeman Jenkins, who for 12 years was President of District 26, United Mine Workers of America (CCL), until his defeat at this year's convention, has been appointed Maritimes and Newfoundland representative of the union's District 50, whose jurisdiction extends over chemical and non-mining industries.

The appointment was announced last month by Silby Barrett, Director of District 50. Mr. Jenkins "will play an increasingly important role in organizing seamen in the Atlantic area," the announcement said.

## *Railway Carmen Elect A. J. Bernhardt President*

A. J. Bernhardt has been elected President of the Brotherhood of Railway Carmen of America (AFL-TLC) to replace Irvin Barney, who is retiring.

Mr. Bernhardt became Assistant President of the Brotherhood in 1946 after ten years as general chairman of the Baltimore and Ohio department.

Charles W. Burchfield was elected Asst. President to succeed Mr. Bernhardt. All other officers were re-elected, including Vice-presidents Roger Melancon of Montreal and T. J. Walsh of Quebec City.

The Brotherhood has about 28,000 members in Canada.

## *Fitzgerald Re-elected President of UE*

Albert J. Fitzgerald was re-elected President of the United Electrical, Radio and Machine Workers (independent) at its annual convention. He has been elected to the post annually since 1941.

Also re-elected were Secretary-Treasurer Julius Emspak and Organization Director James J. Matles. Both men have been arrested for alleged Communist affiliations.

The convention also adopted resolutions asserting that "unemployment makes the increased job arising from the shorter work-week an immediate need"; demanding "an end to political persecution and witch hunts by any legislative committee and other agencies of government"; urging the raising of the minimum wage to $1.50 an hour, the establishment of a 30-hour week to offset unemployment, the increasing of unemployment benefits, the reimposition of federal rent control and the increasing of personal income tax exemptions.

## *IUE Re-elects Carey*

President James E. Carey and Secretary-Treasurer Al Hartnett were re-elected unanimously for their third two-year terms at last month's convention of the International Union of Electrical, Radio and Machine Workers (CIO).

## *Gas Union Returns Chief*

Elwood D. Swisher has been re-elected President of the United Gas, Coke and Chemical Workers of America (CIO). Roberts Buchanan was named Vice-president and Cecil Martin was returned as Secretary-Treasurer. The union has nine Canadian locals, all in Southwestern Ontario, and a Canadian membership of approximately 3,000.

## *ICWU Head Defeated*

Herbert A. Bradley, President of the International Chemical Workers Union (AFL) since its organization in 1944, was defeated in his bid for re-election at this year's convention of the union. The new President is Edward R. Moffett, who had been the union's First Vice-president.

## *Two Teachers' Unions Share Certification*

The Quebec Labour Relations Board has decided to grant the certificate of union recognition which it took away from the *Alliance des professeurs catholiques de Montreal* to the *Association des educateurs catholiques de Montreal* (Montreal Catholic Teachers' Association). However, the Association (AECM) will have to share this certificate with the Federation of English-Speaking Catholic Teachers Incorporated (FECT).

This is the first time in five years that an association of Catholic teachers has been officially recognized in Montreal.

In granting a single certificate for the two organizations, the Commission stipulated that they will have to "act jointly and severally as bargaining agent and be recognized as representative of all lay teachers in the employ of the Montreal Catholic School Commission".

Some 2,000 teachers belonging to the Alliance and to the FECT went on strike in 1949. At that time the two unions had separate bargaining certificates, which they lost as a result of the strike.

A six-year legal battle ended recently with the Board's final decision not to recognize the Alliance. On the same day the Board decided on joint certification for the AECM and the FECT.

## *Two Radio Unions Sign Mutual Assistance Pact*

Canada's two largest unions of broadcasting employees in the radio and television industry have signed a mutual assistance pact. The agreement covers more than 2,000 workers.

In a joint statement issued recently, the National Association of Broadcasting Employees and Technicians (CIO-CCL) and the Association of Radio and Television Employees of Canada (independent) announced they will set up committees to work out plans for local co-operation.

The independent union represents 1,300 office and program workers of the Canadian Broadcasting Corporation, and the CCL union represents 750 technicians employed by the CBC and six private radio stations.

## *CIO Rail Workers Unite With Transport Workers*

Two CIO unions, the Transport Workers Union and the United Railroad Workers, completed their amalgamation October 1. The railroad group became a division of the TWU and the staff, assets and liabilities of the rail workers were transferred to the Transport Workers.

The railroad unit actually had been an organizing committee rather than an autonomous union.

The TWU claimed about 130,000 members; the Railroad Workers about 42,000.

## *Mechanics Union Decides To Affiliate with CIO*

The Mechanics Education Society, a 22-year-old independent union representing mechanics, tool and die workers, engineers and general workers in 127 metal industry plants in the United States, has become an affiliate of the CIO.

The Society was formed five years before the CIO and was the first union that organized in the automobile industry on a plant-wide basis. Up to the time of affiliation it competed for members with the CIO Auto Workers, Steelworkers and Electrical Workers.

MESA will continue representation in shops where it now holds contracts. Jurisdiction in new plants will be worked out with the other CIO unions.

With headquarters in Detroit, the new CIO affiliate claims 52,000 members, mainly in Michigan and Ohio.

## *CIO Chemical, Oil Unions Moving towards Merger*

The United Gas, Coke and Chemical Workers of America (see p. 1547) has voted to merge with the Oil Workers International Union. Both are CIO affiliates.

Delegates to the chemical workers' convention in St. Louis in September voted 667 to 192 in favour of merger with the OWIU. Such a move would create a union of about 180,000 members, and there are further plans to invite a number of independent unions, with an estimated 40,000 members, to join later.

The movement to unite all oil industry unions began last February when a Philadelphia convention of 149 delegates representing 31 CIO, AFL and independent unions approved a provisional constitution for a new organization to be called the Oil and Chemical Workers International Union.

The jurisdiction of the new federation under the proposed constitution would be: oil, gas, chemical, and "related or similar industries" in the United States and Canada. The organization would thus have broad enough jurisdiction to include atomic energy plants, gas pipe line operators and coke makers. Potential membership is "well over a million".

The provisional constitution prescribes no affiliation with any parent body, and Oliver A. Knight, the CIO Oil Workers' President, has emphasized that this question will be left to the individual members of the component unions to decide.

A "statement of intentions" issued last March at the headquarters of the OWIU, the largest union involved in the merger move, declares that the oil union merger movement does not seek multi-company contracts in the oil industry. The statement also says that collective bargaining on the part of the union "should be on the same level as company policy decisions are made".

Another goal of the merger movement, according to the interim ratifying committee, would be the establishment of company-wide councils to co-ordinate and unite the efforts of all employees of the same company.

The international union would assign staff men to work full time for the company councils. Geographical districts would be established to co-ordinate and unite the efforts of the various locals on regional problems so as to give "the same service on area problems as the company councils tender on company-wide problems".

## *British Columbia TLC Holds 2nd Annual Convention*

Unemployment was the major issue discussed at the second annual convention of the British Columbia Trades Union Congress (TLC) in Vancouver, October 13 to 15. More than 200 delegates representing 50,000 organized workers in the province attended.

James Barton, President of the Congress, said in his opening address that assuring full employment for Canadian workers is the "greatest challenge" facing organized labour today.

"We in organized labour are, and must be, dedicated to the proposition that in our Canadian democracy every able-bodied man and woman is entitled to full employment at decent wages," he said.

Mr. Barton predicted that between 750,000 and 1,000,000 persons in Canada would be unemployed during the coming winter "unless we use determined action". He said the question of full employment could not be discussed without considering immigration.

Eleven of the 72 resolutions brought before the three-day meeting dealt with unemployment and immigration. Another eight resolutions called for various changes in the new B.C. Labour Relations Act which was passed by the provincial Legislature last spring.

The Act was defended by Labour Minister Lyle Wicks, who addressed the convention on the second day. Mr. Wicks said the controversial legislation is "standing on its own feet" and will "take the test of time".

Heated discussion arose over a resolution calling for public ownership of the power, transit and gas services of the British Columbia Electric Company. The delegates overwhelmingly approved the resolution despite objections from employees of the company who warned that if effect were given to the proposal, they would become civil servants without bargaining rights.

The delegates also adopted a resolution favouring provincial government development of all hydro-electric potential in British Columbia, and went on record as being opposed to ownership and control of hydro resources in the province and in Canada by any private interest or foreign country.

A resolution calling for amendment to the constitution of the Trades and Labour Congress of Canada to allow affiliation of all *bona fide* trade unions "regardless of the personal beliefs of their members or officers" was rejected by the convention. Delegates charged that the resolution was an attempt to open the door to Communist-led organizations that have been barred from the TLC.

Other resolutions adopted by the convention called for: a Bill of Rights for Canada; building of rental housing projects through municipal-provincial-federal co-operation; increases in income tax exemptions; and higher bonuses for old age pensioners.

Mr. Barton was re-elected President. R. K. Gervin was re-elected Secretary and Victor Midgley was elected Vice-president.

Elected to the executive board were Percy Rayment, Victoria; Stan Wilcox, Vancouver; Bob Beddome, Vancouver; Pat O'Neill, Prince Rupert; Bryan Cooney, Kelowna; Mark Miller, Kimberly; and Peter Vogt, Quesnel.

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## *N.B. Labour Council Holds Annual Convention*

Legislation to prohibit the granting of injunctions in labour disputes where employees are on legal strike was urged in a resolution adopted at the ninth annual convention of the New Brunswick Council of Labour (CCL) in Moncton, August 12 to 14.

Other resolutions approved by the delegates asked for an amendment to the Arbitration Act to allow an appeal of any decision of the province's Labour Relations Board where the decision is "contrary to evidence," urged that lotteries be made legal in New Brunswick, and requested that sweepstake tickets be made legal, with the proceeds going towards financing a national health scheme.

Another resolution asked that the Unemployment Insurance Act be amended to allow female workers to draw benefits if they marry and later become unemployed.

The delegates were addressed by Hon. A. E. Skaling, provincial Minister of Labour; Harry Chappell, President of the Canadian Brotherhood of Railway Employees and Other Transport Workers; and William K. Craig, Provincial Representative of the Canadian Congress of Labour.

Lloyd Cherry of Saint John was elected President of the Council to succeed Donald A. Elliott of Moncton, who was elected to fill the post of Second Vice-president.

Other officers elected were Thomas Jones, First Vice-president; Ralph Evans, Secretary-Treasurer; Marion MacClutcheon, James Leonard and Gilbert Belleville, executive committee members.

# Effects of Plant Expansion in 1954 on Manufacturing Employment

**September estimates indicate at least 16,200 workers will be needed to staff new or expanded manufacturing facilities this year. Plants added in 1953 created 19,000 new jobs; since 1948, more than 125,000**

Expansion of Canadian manufacturing industries, including new plants, plant extensions and new rental facilities, will result in at least 16,200 new jobs in 1954.*

The final estimate for 1952 was 34,300 and for 1953, 23,000. The preliminary total for 1954, estimated by the Economics and Research Branch of the Department of Labour on the basis of its annual survey of the labour requirements created by plant expansion, exceeds the figures for each of the years 1948 to 1951 but is lower than those for 1952 and 1953.

The aluminium development at Kitimat, B.C., which began operations this year and is expected to require 1,200 new workers, helped to swell the 1954 total.

The industrial distribution of new jobs in 1954 is considerably broader than during 1952 and 1953, when four manufacturing industries—transportation equipment, iron and steel products, electrical apparatus and chemical products—created almost 75 per cent of the new jobs. In 1954, these industries account for about 40 per cent of the total. On the other hand, food and beverages, non-ferrous metal products, non-metallic mineral products, paper products, petroleum products and wood products have already provided more new jobs than they did in 1953.

*The number of new jobs quoted in this article is based on the assumption that the new facilities will operate at full capacity on completion.

In 1954 the number of new jobs created in the transportation equipment industry decreased sharply. In the past three years, new jobs in this industry declined from 16,400 in 1952 to 6,500 in 1953 to a preliminary estimate of 1,200 in 1954. This steady decrease has contributed significantly to the drop in the total number of new jobs created since the peak year of 1952.

The lower level of expansion in the transportation equipment industry, however, was partially offset in 1954 by an increase in new jobs in most of the other industries surveyed: in food and beverages, new jobs increased from 450 in 1953 to 1,150 in 1954; in non-ferrous metal products, from 700 to 2,000; in non-metallic mineral products, from 250 to 1,100; in paper products, from 500 to 800; in petroleum products, from 250 to 700; and in wood products from 1,050 to 1,600.

The regional distribution of new jobs in 1954 also shows some change from the 1948-1953 pattern. While Ontario is expected to provide about 50 per cent of total new jobs in 1954, thus almost matching its seven-year average of 53 per cent, Quebec's share is estimated at about 20 per cent, a decline from its seven-year total of 31 per cent. In the Prairie region, more new jobs have been created through industrial expansion in 1954 than in any year since 1948. This region is expected to account for about 13 per cent of the total,

**REGIONAL DISTRIBUTION OF NEW JOBS (1948-1954)(1) AND OF MANUFACTURING EMPLOYMENT (1948)(2)**

Per Cent

| — | Atlantic | Quebec | Ontario | Prairies | Pacific | Canada |
|---|---|---|---|---|---|---|
| 1953 | 1·5 | 23·3 | 64·3 | 7·0 | 3·9 | 100·0 |
| 1954 | 3·9 | 20·1 | 49·3 | 12·9 | 13·8 | 100·0 |
| 1948-54 | 4·3 | 30·4 | 53·1 | 6·3 | 5·9 | 100·0 |
| Average Employment 1948 | 4·3 | 32·9 | 49·6 | 6·1 | 7·1 | 100·0 |

(1) Economics and Research Branch, Department of Labour.
(2) *Employment and Payrolls*, DBS.

compared with its seven-year average of about six per cent. The Pacific region is also expected to make its best showing this year, largely because of the 1954 staffing of the Kitimat aluminium plant. This region will account for about 14 per cent of total new jobs, compared with its seven-year average of about six per cent. Industrial expansion in the Atlantic region continues to be light.

The table on page 1550 showing the regional distribution of new jobs over the seven-year period 1948-54 and of manufacturing employment in 1948, illustrates that new jobs created by industrial expansion have, during this period, been distributed largely in conformity with the existing distribution of manufacturing employment. The relationship between the two figures is close in all regions.

A notable feature of plant expansion in 1954 is that, while total employment declined during the year in six of the nine industries examined, all of them added new plant facilities, in some instances more than in previous years when total employment in the industries was increasing.

Employment resulting from plant expansion and the trend in total employment by industry since 1948 are examined in the following paragraphs.

**Non-ferrous Metal Products**—Although employment in the non-ferrous metal products industry was lower in 1954 than in 1953, its expansion of plant facilities is expected to create about 2,000 new jobs this year. The new aluminum plant at Kitimat, which will have a staff of about 1,200 by the end of 1954, accounts for this large total. The remaining 800 new jobs are more in line with the usual expansion pattern of the industry in recent years.

From 1948 to 1954 the industry created more than 5,500 new jobs through industrial expansion; the total of 2,000 for 1954 is, therefore, considerably higher than the seven-year average.

**Non-metallic Mineral Products**—It is estimated that new plant facilities in the non-metallic mineral products industry will require about 1,100 additional workers in 1954, compared with 250 in 1953. Most of this year's expansion has been in the asbestos, gypsum, concrete and brick products industries. In addition, two large glass container plants were completed in 1954.

During the seven years 1948 to 1954, almost 6,000 new jobs became available in the industry through construction of new plant facilities, so that the 1,100 new jobs created this year were well above the seven-year average.

**NON-METALLIC MINERAL PRODUCTS**

| — | New Jobs (1) | Average Employment Index (2) |
|---|---|---|
| 1948 | 1,200 | 97·8 |
| 1949 | 450 | 100·0 |
| 1950 | 500 | 104·7 |
| 1951 | 1,200 | 113·8 |
| 1952 | 1,250 | 110·5 |
| 1953 | 250 | 113·5 |
| 1954 | 1,100 | 113·5(3) |

**Petroleum Products**—The total of more than 700 new jobs created in the petroleum products industry in 1954 rivals the peak of 750 in 1951. The discovery of new oil fields in Alberta touched off major expansion of refinery capacity in the Prairie region and, with completion of the pipe lines, in Ontario and British Columbia. While the annual investment in this industry has continued to be high, it has been primarily devoted to technological improvements that provided few new jobs.

The industry provided 2,900 new jobs through expansion during the seven-year period since 1948. The total of 700 new jobs created in 1954 is therefore well above the annual average.

**NON-FERROUS METAL PRODUCTS**

| — | New Jobs (1) | Average Employment Index (2) |
|---|---|---|
| 1948 | 100 | 100·9 |
| 1949 | 350 | 100·0 |
| 1950 | 850 | 98·0 |
| 1951 | 650 | 109·5 |
| 1952 | 800 | 110·0 |
| 1953 | 700 | 118·1 |
| 1954 | 2,000 | 115·6(3) |

**PETROLEUM PRODUCTS**

| — | New Jobs (1) | Average Employment Index (2) |
|---|---|---|
| 1948 | 550 | 97·9 |
| 1949 | 200 | 100·0 |
| 1950 | 350 | 105·4 |
| 1951 | 750 | 113·1 |
| 1952 | 100 | 119·1 |
| 1953 | 250 | 119·4 |
| 1954 | 700 | 120·0(3) |

(1) Economics and Research Branch, Dept. of Labour. (2) *Employment and Payrolls*, DBS. (3) Eight-month average.

**Wood Products**—Although employment in the wood products industry has declined somewhat since 1953, new plant facilities created in 1954 required about 1,600 workers, the highest yearly figure since 1948. Regionally, the expansion in 1954 was widely dispersed: about 550 new jobs were created in both Ontario and Quebec, 150 in the Prairie region and about 350 in the Pacific region. The lumber industry accounted for most of this expansion, a smaller amount coming from the furniture industry.

New production facilities in this industry resulted in the creation of 6,850 new jobs since 1948. The total of 1,600 for 1954 is the highest on record and lies substantially above the annual average for the past seven years.

**WOOD PRODUCTS**

| — | New Jobs (1) | Average Employment Index (2) |
|---|---|---|
| 1948 | 650 | 103·2 |
| 1949 | 800 | 100·0 |
| 1950 | 550 | 103·9 |
| 1951 | 800 | 108·5 |
| 1952 | 1,400 | 101·5 |
| 1953 | 1,050 | 105·5 |
| 1954 | 1,600 | 99·0(3) |

**Food and Beverages**—Expansion of plant capacity in the food and beverages industry returned to its annual long-run rate of increase after a lull in 1953. The new facilities created this year are expected to require about 1,150 workers, compared with 450 in 1953. The new jobs created in 1954 are fairly well distributed through all five regions.

Since 1948, this industry has required 7,800 additional workers to staff its new facilities. The total of 1,150 new jobs in 1954 was exceeded in the years 1950 to 1952 but is slightly above the seven-year average.

**FOOD AND BEVERAGES**

| — | New Jobs (1) | Average Employment Index (2) |
|---|---|---|
| 1948 | 1,100 | 100·6 |
| 1949 | 800 | 100·0 |
| 1950 | 1,500 | 101·1 |
| 1951 | 1,350 | 102·9 |
| 1952 | 1,400 | 105·1 |
| 1953 | 450 | 104·6 |
| 1954 | 1,150 | 101·0(3) |

**Paper Products**—The paper products industry, one of three in this survey showing an increase in employment over 1953 (the petroleum and chemical industries are the other two) increased its facilities during 1954 and created a total of 800 new jobs. Most of the expansion was in the manufacture of containers and specialty papers and in various forms of printing and publishing. There was little expansion this year in other branches of the industry. The regional distribution shows that about 450 of the new jobs were in Ontario, 100 in the Prairie and about 200 in the Pacific region.

During the period 1948-1954, 6,800 new jobs were created through the expansion of plant capacity in this industry. The total of 800 new jobs in 1954, though well above last year's figure, is below the industry's annual average rate of expansion.

**PAPER PRODUCTS**

| — | New Jobs (1) | Average Employment Index (2) |
|---|---|---|
| 1948 | 1,350 | 103·4 |
| 1949 | 800 | 100·0 |
| 1950 | 800 | 100·6 |
| 1951 | 1,300 | 108·1 |
| 1952 | 1,300 | 108·6 |
| 1953 | 500 | 109·8 |
| 1954 | 800 | 113·2(3) |

**Iron and Steel Products**—Although employment in the iron and steel products industry fell significantly below the 1953 level, new plant facilities providing jobs for an estimated 2,250 workers were constructed in 1954. Some of this year's expansion occurred in firms producing machinery, tools and structural steel products but most of it was in a wide variety of firms producing what might be termed "lighter" consumer and producer goods. The regional distribution of new jobs in 1954 was: about 1,900 in Ontario, 250 in Quebec and about 100 in the Prairie region.

**IRON AND STEEL PRODUCTS**

| — | New Jobs (1) | Average Employment Index (2) |
|---|---|---|
| 1948 | 3,100 | 101·5 |
| 1949 | 1,450 | 100·0 |
| 1950 | 1,550 | 98·4 |
| 1951 | 2,900 | 110·5 |
| 1952 | 3,400 | 113·0 |
| 1953 | 3,750 | 111·8 |
| 1954 | 2,250 | 102·6(3) |

(1) Economics and Research Branch, Dept. of Labour. (2) *Employment and Payrolls*, DBS. (3) Eight-month average.

This industry has built new facilities requiring 18,400 workers during the past seven years. The total of 2,250 new jobs in 1954 is somewhat below the annual seven-year average for the industry.

**Chemical Products**—Employment in the Chemical products industry increased as much this year as last but only 900 new jobs were created, compared with 2,750 in 1953. The erection of some large synthetic textile plants contributed to the high peak in 1953. Most of the new jobs created in 1954 were in Ontario and Quebec.

The expansion of new manufacturing facilities in this industry since 1948 has required 8,150 additional workers. The total of 900 new jobs in 1954, though above the figures for the years 1949 to 1951, is only one-third of that for 1953 and well below the annual seven-year average.

**CHEMICAL PRODUCTS**

| — | New Jobs (1) | Average Employment Index (2) |
|---|---|---|
| 1948 | 1,000 | 98·6 |
| 1949 | 550 | 100·0 |
| 1950 | 800 | 102·4 |
| 1951 | 800 | 109·6 |
| 1952 | 1,350 | 113·9 |
| 1953 | 2,750 | 116·9 |
| 1954 | 900 | 120·8(3) |

**Electrical Apparatus**—Following a period of rapid expansion of plant facilities in 1952 and 1953, the electrical apparatus industry reported a smaller though substantial number of new jobs for 1954. The decline in expansion from the exceptionally high level in 1952 resulted from an easing off in defence expenditures for electrical goods. As in 1953, the expansion in 1954 was concentrated in television sets and parts manufacturing. There was considerable expansion of facilities in battery manufacturing this year. The regional distribution shows Ontario had 2,000 of the new jobs and the Prairie region 200.

Approximately 15,000 new jobs have been created in this industry since 1948. The total of 2,300 new jobs in 1954, though only about one-half of the 1952 total, is roughly equal to the annual average for the past seven years.

**New Job Totals, 1948-1954**—The table below shows the total numbers of new jobs resulting from expanded manufacturing facilities for each year since 1948. It shows that a significant yearly increase occurred in the number of new jobs from 1949 until the peak in 1952. Since then the totals have fallen off.

Note, however, that despite the fairly significant decline in total manufacturing employment since 1953, plant capacity has been increased and will require more than 16,000 additional workers this year. This suggests that expansion of capacity, in the larger firms at least, is based on the long-run economic outlook and is not seriously affected by short-run variations in employment.

**ELECTRICAL APPARATUS**

| — | New Jobs (1) | Average Employment Index (2) |
|---|---|---|
| 1948 | 2,250 | 99·9 |
| 1949 | 550 | 100·0 |
| 1950 | 700 | 107·4 |
| 1951 | 1,450 | 120·7 |
| 1952 | 4,250 | 120·8 |
| 1953 | 3,500 | 135·4 |
| 1954 | 2,300 | 134·3(3) |

**ALL MANUFACTURING**

| — | New Jobs (1) | Average Employment Index (2) |
|---|---|---|
| 1948 | 16,000 | 100·1 |
| 1949 | 8,100 | 100·0 |
| 1950 | 11,900 | 100·9 |
| 1951 | 15,300 | 108·0 |
| 1952 | 34,300 | 109·3 |
| 1953 | 23,000 | 113·3 |
| 1954 | 16,200 | 108·0(3) |

(1) Economics and Research Branch, Dept. of Labour. (2) *Employment and Payrolls*, DBS. (3) Eight-month average.

# 5th Meeting of Apprenticeship Training Advisory Committee

**Definite need for more employers to provide apprenticeship training seen by members. Room for improvement in existing programs pointed out. Too many apprentices fail to complete training, Committee told**

A definite need for more employers to provide apprenticeship training was seen by members of the National Apprenticeship Training Advisory Committee at its fifth meeting in Ottawa, October 14 and 15.

Hon. Milton F. Gregg, Minister of Labour, in welcoming the members on the opening day, emphasized the great need for more employers to open up apprentice training opportunities.

The Committee, composed of provincial apprenticeship authorities and representatives of industry and organized labour, meets regularly to advise the Federal Government on methods of increasing Canada's supply of apprentices. The fifth meeting was under the chairmanship of Percy R. Bengough, retiring President of the Trades and Labour Congress of Canada.

While the Committee members agreed generally on the need for more training opportunities being provided by Canadian employers, some members felt there was room for improvement in existing apprenticeship programs. It was pointed out that there were far too many drop-outs among apprentices.

S. R. Ross, Supervisor of Trade Training, Department of Labour, presented figures showing that in all provinces except Quebec and Prince Edward Island during the period April 1, 1945, to September 1, 1954, there were 23,205 apprentices registered in eight building trades. Of this number only 10,265 completed their apprentice training.

Mr. Ross reported that in the eight provinces with which the Federal Government has apprenticeship agreements, the three trades having the greatest number of drop-outs are painting, carpentry and sheet metal work. Percentages of drop-outs in these trades were 39·8, 33·6 and 30·9 respectively. Figures for other trades were: electricians, 24·1 per cent; plasterers, 23·9 per cent; plumbers, 23·5 per cent; bricklayers, 22·0 per cent; and steamfitters, 21·5 per cent.

Completions were greatest, said Mr. Ross, in the bricklaying trade, where 54·7 per cent of the apprentices completed their training. Completions in the other trades were as follows: plasterers, 50·5 per cent; carpenters, 45·5 per cent; plumbers, 44·5 per cent; electricians, 42·8 per cent; painters, 41·3 per cent; sheet metal workers, 38·8 per cent; and steamfitters, 22·4 per cent.

Discussion on the reasons for so many drop-outs and the length of time required to train apprentices led to the question of granting credits for time spent at a trade in technical or vocational schools. After considerable debate pro and con, the Committee adopted the following recommendation:—

"That apprenticeship authorities throughout Canada review their system of granting credits on apprenticeship and its effect on the length of apprenticeship in an effort to reduce the number of drop-outs and increase registration in the various trades."

Mr. Ross reported that analyses of the machinist and carpentry trades were in process of being assembled. The Committee agreed that these two should be completed before analyses of other trades are begun.

The trade analyses, said Mr. Ross, will be useful in determining a basic core of required skills and knowledge in the training of apprentices. They would also be available to all instructors to establish courses at different levels of training.

Mr. Ross pointed out that even among skilled and experienced teachers, there is not complete agreement as to what to teach, how to teach it, and when. The same was true of instructors, who are often chosen at short notice from their trades to instruct apprentices for a part of each year.

With this problem in mind, he said, the Training Branch of the federal Department of Labour is recommending a class in teacher training to run for a six-week period during May and June next year in Toronto. He said the Department is offering to share in certain elements of the cost of this program under the terms of the Vocational Training Co-ordination Act.

During the general discussion, the Committee members agreed that the Training Branch should send out questionnaires to trade schools concerning standard optimum

equipment lists and the minimum number of apprentices for a class, and submit the findings to the provincial apprenticeship authorities.

The Committee also agreed that research among graduates, employers and parents as to the effectiveness of apprenticeship programs be referred to the provincial authorities for their comment and opinions.

A. W. Crawford, Director of Training, Department of Labour, reported the progress of co-operative plans and publicity. He said that under the co-operative plans, employers were encouraged to supply equipment to trade schools.

Several large auto and electrical firms have already contributed equipment, he said, and the plan is being extended to solicit contributions from the construction industry.

Mr. Crawford said the series of six radio talks on apprenticeship sponsored by the Department of Labour and heard recently over a nation-wide network had met with good success. More than 3,000 copies of the text have been sent out in answer to requests. An additional 15,000 copies were sent by the Department of Labour to employers in Canada having staffs of 50 or more persons.

E. V. Gage of the Canadian Construction Association submitted a report on the Association's Apprenticeship Committee. He said a recent CCA survey of apprenticeship programs carried out by construction employers showed that the most effective efforts were at the local level.

The CCA, he said, intends to establish a special department at its head office in Ottawa to act as a clearing house for information and to co-ordinate the apprenticeship work being done throughout the country by construction firms.

Mr. Gage said the CCA has decided to conduct publicity to encourage apprenticeship, raise standards, and point out to the general public the value of and opportunities in trade careers.

The CCA official reported that about half of the building exchanges across the country have apprenticeship committees. The CCA, he said, is in a good position to and will help the building exchanges, which represent employers in all the building trades, in the job of recruiting, training and placement of apprentices.

A young man who discontinues his apprenticeship typically does so for money reasons and typically continues to work in the same trade, especially if he has completed a good part of his training, according to a study made by the United States Bureau of Apprenticeship early this year.

Excluding drop-outs who were in the Army or in school, were unemployed or sick, or were about to resume apprenticeship, the study covered 522 persons who dropped out of apprenticeship programs in 1951 and 1952. About 38 per cent of them were working in the trade in which they had been apprenticed and another 12 per cent in closely related trades. Another 38 per cent held such jobs as clerk, salesman, busdriver, truck-driver, farmer, and labourer.

Most of the 522 had discontinued apprenticeship training voluntarily, usually for financial reasons.

The Committee discussed the importance of uniform standards in the various trades and the value of a standard record of attainment for apprentices moving from place to place and province to province during their training. It was decided that the Committee would ask Directors of Apprenticeship to furnish information regarding the granting of certificates of qualification to apprentices at the end of their training and whether these were granted following written or practical examinations.

The Committee also considered the problem of the effect on apprenticeship of skilled immigrants who come to expected employment in their trades, and the effect on apprenticeship of those who enter the trades by pick-up methods. Both problems were noted, but the Committee members felt that the solution to the second rested on agreement between industry and the trade unions.

Members of the Committee present at the fifth meeting were: R. E. Anderson, Chief Administration Officer, Department of Labour, Nova Scotia; A. E. Hemming, Executive Secretary, Trades and Labour Congress of Canada; J. B. Metzler, Deputy Minister of Labour, Ontario; J. H. Ross, G. Rousseu, Apprenticeship Branch, Department of Labour, Quebec; and L. J. Sparrow, Superintendent of Apprentices, General Electric Corporation.

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The St. Lawrence Seaway Authority announced October 19 that work would begin immediately on excavation of a channel and construction of a dike between Jacques Cartier and Victoria bridges in the Lachine section of the project. Work is to be completed not later than June 30, 1957.

# 42nd Annual Convention of the N.B. Federation of Labour (TLC)

**Three-day meeting attended by largest number of delegates, 140, in Federation's history. James A. Whitebone re-elected for 24th consecutive term as President. Lee Smith is new Secretary-Treasurer**

Featured by the largest attendance in its history, the 42nd annual convention of the New Brunswick Federation of Labour (TLC) was held in Bathurst September 20 to 22 with approximately 140 delegates representing five central bodies and 65 local unions.

Indicative of its comprehensive interest in federal, provincial and municipal affairs the convention dealt with 48 resolutions ranging from advocacy of measures to deal with unemployment to housing, rent control, safety regulations, workmen's compensation and labour legislation.

In attendance as invited guests were the Hon. Milton F. Gregg, Federal Minister of Labour; Hon. Arthur E. Skaling, New Brunswick Minister of Labour; Hon. Austin C. Taylor, Leader of the Provincial Opposition; His Worship Mayor Merle Smith, of Bathurst; H. R. Pettigrove, Chief Industrial Relations Officer for the Maritimes; and W. Morley Roberts, Personnel Manager, Unemployment Insurance Commission.

Claude Jodoin, President-elect of the Trades and Labour Congress of Canada, in his first official speech in his new office, enthused the convention by his trenchant marshalling of the problems confronting organized labour in Canada.

Also well received was John McLeod, dean of the Congress and Vice-president of the International Union of Bricklayers, Masons and Plasterers. Others who brought fraternal greetings were Capt. James Cody, International Trustee, International Association of Fire Fighters; John Galbraith, Vice-president, International Longshoremen's Association; Ralph Wade, General Representative, International Brotherhood of Pulp, Sulphite and Paper Mill Workers; and H. C. Tracey, General Representative, Brotherhood of Electrical Workers.

## Federal Minister of Labour

Hon. Milton F. Gregg, Minister of Labour, dealt unreservedly with unemployment; the delegates applauded his frank appraisal.

The Minister told the convention that he "was not blind to the fact that many Canadians cannot be covered under existing legislation". He further realized "that a married man with a family could not cope with living costs on payments allowed him under present regulations."

The Minister went into the background of the problem—the lush period of near full-employment and the stock-piling of war material against the back-drop of the Korean situation. Then came the strengthening of other nations from our reserves.

All these factors had a delayed-action impact which combined resulted in a tightened economy.

In efforts to alleviate conditions, the Minister stated that the Federal Government would try to advance a maximum amount of its contracts for the winter months to ease seasonal unemployment.

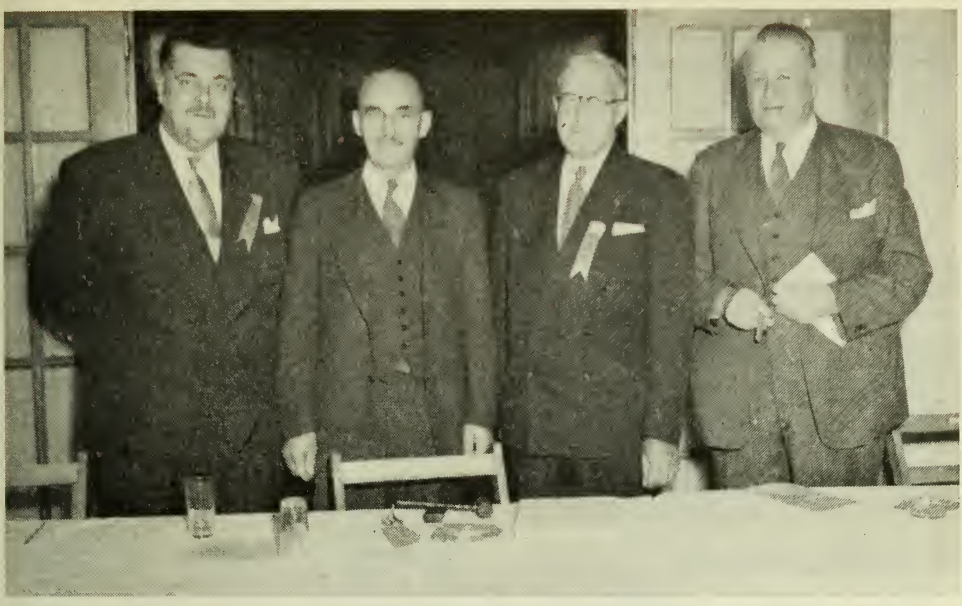
He told the delegates he would present amendments to the unemployment insurance legislation at the next session of Parliament. These changes, now receiving careful attention, would be designed to "make the insurance program a better instrument for workers' security".

## Provincial Minister of Labour

After reviewing the work of his department, Hon. A. E. Skaling, Provincial Minister of Labour, also concentrated on unemployment.

He declared he was old-fashioned enough "to believe that the primary responsibility for getting a suitable job lies with the individual himself". He was also modern enough to realize that individuals today cannot create jobs when adverse economic conditions develop, he said.

Tracing the factors involved in our present structure of society he said: "I suggest that events have so developed as to place with our Federal Government, whatever its political complexion may be from time to time, a very large share of the responsibility to cope with economic recessions and resultant unemployment".



**Two Ministers of Labour and Two Labour Organization Presidents**

Claude Jodoin, TLC President; Hon. Milton F. Gregg, Minister of Labour, Canada; James A. Whitebone, Federation President; Hon. A. E. Skaling, N.B. Labour Minister

Mr. Skaling added that he was not speaking politically. He was speaking of the Federal Government "as a permanent institution and not as a particular political group".

"Canada can only remain healthy if all governments, regardless of their political stripe, work together for the common good," he asserted.

## Other Speakers

Hon. Austin Taylor, Opposition Leader in the Legislature, urged greater understanding between individuals and groups in the recognition of social and economic problems.

President-elect Claude Jodoin of the Trades and Labour Congress was applauded when he declared that "organized Labour in Canada must guard and maintain the principle of non-compulsory arbitration".

Referring to the recent railway dispute negotiations, he said that railway employees had done the right thing in accepting what he termed "voluntary-compulsory arbitration" even though their acceptance was reluctant.

He asserted that if they had not agreed, a special session of Parliament would have been called, and then "there would have been compulsory arbitration in any event. If this had happened a dangerous precedent would have been established," he observed.

"If we don't watch out and be alert sentries we will find that trades and industries other than railways will be coming under compulsory arbitration," he cautioned.

While recognizing that continued operation of rail lines was vital to Canada's welfare, he contended that "at the same time railway employees should not be denied social and economic advantages enjoyed by workers in other fields".

"Canadians may have to realize that they must cover the differences for reasonable and deserved adjustments among railroad staffs," he said.

Referring to unemployment, Mr. Jodoin declared that "Canada, rich in resources, should be able to keep her people at work. Labour had been given to understand that the Government had prepared plans to provide jobs in the event of widespread unemployment. If so, it was time the Government took these recession plans off the shelf."

Dealing with immigration, he said there was "agreement within the Trades and Labour Congress that Canada, great in physical capacity, should be able to support a larger population; but it has always advocated that immigration policies should have an organized pattern prepared by the Federal Department of Labour, which knows, or should know, which type of industry and enterprise, requires workers". He advocated a tripartite commission formed of representatives from government, labour and management to evaluate the need for more workers.

The annual report of the Federation President, James A. Whitebone, was given complete endorsation by the delegates. It dealt with such matters as organization, amendments to labour legislation, the St. Lawrence Waterway, the Chignecto Canal, housing, and labour unity.

In introducing his report, President Whitebone paid tribute to the late George R. Melvin, for 35 years Secretary-Treasurer of the Federation. "He had become to us a living symbol of all that is worthy and fine in our labour movement", noted the President in his eulogy.

Sincere tribute to the great contribution which George Melvin made as a labour leader in the province and as a worthy Canadian was also expressed by Labour Minister Gregg, President-elect Claude Jodoin and other distinguished guests.

## Unemployment Resolution

Without debate and unanimously supported, the following resolution on unemployment, sponsored by the Saint John and District Building and Construction Trades Council, was adopted:

Whereas: Unemployment is creating a grave hardship on thousands of our citizens, many of whom are newcomers encouraged to come to this country by false promises and misrepresentations; and

Whereas: Our affiliated unions have no way of creating employment to meet the needs of those workers sent to the offices by employers who desire to further mislead the workers by saying "sure, get a clearance from the union and you can go to work," knowing full well the union office only fills the orders placed by the said employer; and

Whereas: The Federal Government must accept responsibility for the sad plight of these unemployed workers since it ignored labour's repeated representations to cease flooding the labour market to meet the request of employers who only had larger profits in mind; therefore be it

Resolved: That this group of Building Trades Unions recommend to the New Brunswick Federation of Labour that it call upon the Federal and Provincial Governments to immediately set in motion a public works program that will give our citizens employment at trade union rates of pay and under trade union conditions and such program to take into consideration those areas most affected by abnormal unemployment conditions and where climatic conditions will allow continuation of such works program on a year-round basis.

## Other Resolutions

Pointing out that major crown land lessees are not making complete use of their holdings, a resolution asked that the Provincial Government, in view of the present unemployment situation, be petitioned to endeavour to have these lessees increase the manufacture of finished products within the province, rather than export the material in a raw state.

The newly-organized Provincial Congress of Public Works Employees asked and received Federation support to a resolution which called for an amendment to the provincial Labour Relations Act so that federal unions of provincial public works employees "may enjoy the same bargaining rights and other privileges accorded other groups of employees, and that in the meantime such employees (public works) be accorded all rights and privileges enjoyed by all other government employees under the provisions of the Provincial Civil Service Act".

Workmen's compensation was the subject of four resolutions.

One requested that the scale of payments under the Act be increased from the present rate of 66⅔ per cent to 75 per cent of the current earnings of the injured worker, and that the maximum amount of earnings upon which compensation is paid be raised from $3,000 to $4,000 per annum.

Stating that few workers are aware of the facts concerning the payment of workmen's compensation, and noting that Workmen's Compensation Boards in other provinces have published booklets on the subject for the information of workers, a resolution requested that a similar procedure be followed in the province of New Brunswick.

An amendment to the Act was requested to permit inclusion under the term "qualified practitioners" of chiropodists, chiropractors, naturopaths and dentists.

The fourth resolution requested payment of compensation to boilermakers and helpers suffering from partial disability in hearing as a result of excess noise suffered in their trade.

Other resolutions called for:—

Construction of low-cost homes and low-rental housing.

A review of the wages scale of provincial Public Works employees, so as "to compare somewhat with the cost of living and other industries in the province".

Enactment of a provincial code for the plumbing industry.

Provincial regulations governing the licensing of stationary engineers.

Having the Liquor Control Board declared an employer under the provincial Labour Relations Act.

Advertising of vacancies in the provincial civil service "on the same principle as in the federal Civil Service".

Safety precautions for highways and a reduction of the load maximum for motor transports.

Payment of widows' allowance regardless of assets up to a maximum of $10,000 and until dependents reach the age of 18.

Amendment of the Liquor Control Act to permit the sale of beer and wine in taverns and cocktail lounges under a system of local option.

The constitution was amended by several resolutions, so much so that the Federation Executive presented a resolution calling for a complete revision to be submitted to the next convention. This was adopted.

### Election of Officers

James A. Whitebone was re-elected for his 24th consecutive term as President of the Federation.

William E. Touchie, Moncton, was elected 1st Vice-president; W. A. MacMillan, Tidehead, 2nd Vice-president; and W. A. MacLean, Fredericton, 3rd Vice-president.

Lee A. Smith of Saint John was elected Secretary-Treasurer.

Representatives of 1,700 public works employees in New Brunswick completed their organization at the convention and elected its first slate of officers as follows: President, W. H. Morrison; 1st Vice-president, U. J. A. Lajoie; 2nd Vice-president, Paul Wade; 3rd Vice-president, Robert Millican; Secretary-Treasurer, C. E. Stiles.

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# 25th Annual Meeting of the Canadian Chamber of Commerce

**"Canada's Next 25 Years" is theme of convention; one panel convened to discuss future labour-management relations. Resolutions call for action to alleviate seasonal unemployment, amending of Income Tax Act**

What about the future relationship of business and government? Can business and government develop new and better techniques for team play?

What about the future relationship between management and labour? We have come a long way but can we do better in the future?

Under the heading, "Canada's Next Twenty-five Years", these and other problems were discussed by the Canadian Chamber of Commerce at its 25th annual meeting at Halifax, N.S., in October.

Resolutions urged action to alleviate seasonal unemployment; amending of the Income Tax Act to permit the full amount of medical expenses to be deductible; steps to bring about uniformity in road signs and road rules; and retention of the Union Jack as part of the design of any distinctive Canadian flag.

A resolution recommending that Dominion Day be observed on the first Monday in July, instead of on July 1, failed to receive the required two-thirds vote.

### President's Address

W. J. Borrie, the Canadian Chamber's retiring President, saying he would go a little further than the three areas named for discussion, suggested consideration of the future of organized business with seven basic long-range aims:

1. National Unity and Development: We must continue to assist the Federal Government with the considered views and opinions of Canadian business and Canadian communities on all matters affecting the development of a healthy and prosperous Canada.

2. Sound Government Finance: We must create an effective demand for government economy and efficiency and help develop a fair and equitable tax system by continuously presenting the views and opinions of the community to the Government. It is our duty to discourage welfare and other schemes which the country cannot afford.

3. Legislation: We must keep business informed on federal legislative plans affecting them. We should continue to take action to turn aside legislative measures alien to logical business practices.

4. Economic Understanding: We must build a better public understanding of the basic economics of the Canadian democratic system of freedom of enterprise, and promote the ideals of individual incentive and self-reliance.

5. Greater Trade: We must work for increasing trade, with emphasis on the solution of our economic problems with the Commonwealth and the United States.

6. Labour Relations: We must work to maintain fair relations among labour, management and capital, with a minimum of Government intervention.

7. Community Building for the National Good: We must step up our services for Boards and Chambers to assist in increasing their efficiency and extending their usefulness to the communities they serve.

Mr. Borrie suggested several things the Chamber could do "in this period of readjustment". He said:

We can attempt to reduce costs per unit by investing in better and more efficient machines.

We can stimulate consumer demand by introducing new products and redesigning and dressing up old products.

We can look to newer and better ways of doing things. We can be more resourceful.

We must not run to government to help us out of a difficulty which could be overcome by our own action.

We must work for a still higher standard of living—and one of the keys to this is encouraging greater productivity.

We must do our utmost to see that the Canadian economy is kept flexible and as free as possible of bureaucratic controls.

## Future Labour-Management Relations

Speakers in the panel discussion "The Future Relationship of Management and Labour" were Lionel A. Forsyth, President, Dominion Steel & Coal Corporation, Ltd., Montreal; Eugene Forsey, Director, Research Department, Canadian Congress of Labour; and Herbert H. Lank, President, DuPont Company of Canada, Ltd., Montreal.

### Lionel A. Forsyth

The time has come, Mr. Forsyth stated, for labour, through its leadership, to take a second look at the picture and pattern of Canada's industrial position.

Management, the general public—so often an innocent and injured bystander—and government, as well, should enter upon a re-appraisal of the situation as it affects us all, he said.

It does not, said Mr. Forsyth, require much imagination or excessive optimism to believe that the pattern of Canadian labour relations during the next quarter century will change for the better.

Labour, on the one hand, will, of necessity, be obliged to define its objectives and realize that the formula of "more" has limitations, which the rights of third parties will impose when "more" threatens to become "too much".

Management will be compelled to acknowledge that the profit motive, admirable though it may be as an incentive, has limitations.

"We pay," said Mr. Forsyth, "glib lip service to 'free enterprise'. Whether such a thing as free enterprise, in the literal meaning of those words, ever did or can exist in communities made up of interdependent individuals or in a world of interdependent nations, is open to grave question. If free enterprise is to mean freedom to serve one's own selfish ends, regardless of the rights of others, we cannot and should not have it.

"If it is to mean freedom of the strong to exploit the weak, the history of labour relations in this country is a negation of our willingness to accept it.

"If it means, as in my view it ought to, the right of citizens to follow the daily pursuits of mankind and, in so doing, to fulfil their desires for self-improvement and for the security from the fruits of their efforts, without fear of the tyranny of regimentation and subject only to those controls which are born of the common good, then it is worthwhile.

"It can be established only upon a basis which admits that its privileges are for those who assume its obligations.

"The organization and mobilization of the industrial workers has been accomplished by trade union leadership. The leaders of this movement have pursued their objectives implacably and ruthlessly to the point where it is not improbable that rigid and uncompromising attitude of labour leadership will lead, if it has not already done so, to an enslavement of industrial labour in their present 'promised land' not less objectionable than the Pharaohesque oppression from which they have escaped.

"The advance of labour toward its social and economic goals has, in the main, made Canada a better land to live in. Those who voiced and practised the most bitter opposition to each and every advantage gained by labour would, I believe, concede that the efficiency of industry has been improved rather than impaired in a reasonably direct ratio to labour's progress.

"However, I believe that the time has come for labour, through its leadership, to take a second look at the picture and the pattern of our industrial position.

"At the same time, management, the general public so often an innocent and often injured bystander and government authority as well should enter upon a re-appraisal of the situation as it affects us all."

Technical advances in mechanical means of production have contributed in no small measure to the ability of industry to face and satisfy calls upon production to meet the demands of labour for improved social and economic standards, Mr. Forsyth continued.

Whether there is a limit to technological advance, who can know? Whether ultimately the pressure upon production for more and more of its fruits will of itself defeat its aims, is also a moot question. But there are some cankers in the industrial anatomy which require immediate attention, and I look to the future to cure and eliminate them.

First and foremost, I lay to the charge of union leadership a failure to recognize their own responsibility and that of their membership to the general public.

Quarrels between unions had visited great hardship on the general public, said Mr. Forsyth, when neither the public nor the employer had any part, parcel or interest in the dispute. So-called jurisdictional disputes, as they operate, are an offence against all moral principles, he asserted, and should not only be universally condemned but outlawed.

"Violence and the capacity of mobs for destruction of and damage to property, more often condoned and approved by union leadership than disapproved and forbidden, are in themselves contrary to good citizenship and cannot, in the final analysis, promote or improve the status of the trade union in our communal society....

The membership of trade unions are all too frequently kept in utter ignorance of the actual issues between their employers and their officers; and in many cases are misinformed by misrepresentation or concealment of the facts arising in disputes or negotiations.

The practice of committing the majority of the employees by the vote of sparsely attended minority meetings is all too common, and is, in its essence, a negation of what we proudly call the principles of democracy.

I find it difficult to justify the lack of opportunity of union members and of the interested public to examine into the accounts of trade unions and to criticize the administration of their funds and other assets.

The critical attitude that I have voiced on these aspects of Canadian labour relations can be summed up in an opinion, formed by experience and observation, that labour leadership, and under their instruction, a great body of the rank and file of union membership believe that they are beyond and above the law by which the rest of us must live.

Laws, stated Mr. Forsyth, which were unduly oppressive affirmatively or by omission failed to safeguard the industrial population have been amended to meet present-day needs. It may be true, he said, that the methods employed to bring about this desirable result were the only methods which could do so but, he suggested, "the time has come when the situation calls for reason to rule rather than that bias, prejudice, deceit, and violence should find any place in the relationship of the two greatest units of our economic system." He continued:

I am satisfied that unless and until both management and labour accept the great truth that in the modern world we cannot subsist otherwise than by the utilization of our wealth in men and materials towards their maximum productive potential, the future of labour relations in Canada, like their present status, cannot present other than an obscure and somewhat confused pattern in which on the one hand the striving to retain, and on the other to attain, complete mastery defeats the achievement of the optimum good.

Management and labour can neither one swallow nor absorb the other. As enemies neither one can realize its professed objectives. As allies, each can fulfil its destiny and its obligations, a destiny and an obligation which will be rewarding—service to their country and its people.

## Eugene Forsey

Can we have a working partnership between management and labour or does the future hold only an endless conflict? My answer, said Dr. Forsey, is "both and neither". He went on to explain:

There are common interests, and there are differing interests. The common interests can mean partnership. The differing interests are bound to mean conflict. Broadly speaking, management and labour have a common interest in keeping the plant operating: no plant, no work, no wages, no profits. But there may be times when it is to labour's interest to shut the plant for a time in order to achieve some end which can't be achieved by any other means. To get higher wages, shorter hours or better working conditions, it may be necessary to strike.

There may also be times when it is to management's interest to shut the plant in order to achieve some end that can't be achieved by any other means. To break up a union, to keep wages down, hours up, and working conditions satisfactory to the employer, it may be in management's interest to provoke a strike, especially if it can do it at a time or in circumstances when the strike is pretty certain to fail, e.g., during a slack season, or when the union is new and weak.

So here there is both a common interest and a clash of interests.

There is also a common interest in keeping the plant operating as efficiently as possible. *Other things being equal,* the more money the firm makes, the more it can afford to pay in wages, shorter hours and better working conditions. But the qualification is important: *other things being equal.* They may be very unequal. The more money the plant makes the more it can afford to pay to labour but it doesn't follow that it will pay more. The employer may pocket all the fruits of the extra efficiency himself.

So extra efficiency is in labour's interest *if* labour gets its fair share of the results: if it doesn't, it isn't. There is no point in working harder simply to line someone else's pocket....

Without trade unionism and collective bargaining, industry is a dictatorship of the employer. It may be a benevolent dictatorship. But even if it is, good government is no substitute for self-government. The benevolent dictator of today dies, or retires, or sells out; and the dictator of tomorrow may be far from benevolent. Workers want not only high wages, short hours and good working conditions. They want some *security* for these things. They want rights. They want a say in settling their wages, hours and working conditions....

Clearly, this is labour's interest, continued Dr. Forsey. Is it management's, too? he asked. Management wants good labour relations as a means to higher profits, but is management interested in workers' rights as such? Is it interested in constitutional government in industry as such?

All this, of course, doesn't mean that labour and management can't agree. Even when their interests are fundamentally different, it doesn't necessarily mean they have to fight. In the political community, people who differ fundamentally on various things manage to live together in peace. So they can in the industrial community. Democracy means, among other things, using heads instead of breaking them. It means discussion and compromise. Each side says what it wants, and why. In the give-and-take of discussion, what each wants may be modified. If it isn't, or if differences remain, then the two sides agree on something which gives neither all it wants but each something of what it wants. That is precisely what collective barganing does; that is how it applies democratic methods to industry.

So my guess is that for the next twenty-five years we can expect "the mixture as before": neither partnership straight nor conflict straight, but a fluctuating combination of both. The conflict can, I think, be considerably reduced if both sides use common sense and refrain from trying to score small points against each other just for the fun of it. But I don't think it can be got rid of, whether industry is privately owned, or publicly or co-operatively.

Dr. Forsey said he had not had sufficient experience of negotiation to say what the present pattern of negotiation is but he had encountered one pattern that he hoped was "on the way out".

Labour asks for everything but the kitchen sink, expecting to get only a very modest instalment of its demands; Management replies by refusing everything, or even by demanding lower wages and longer hours and more "management rights". I think that's a mistake. Of course both sides have to ask for more than they expect to get, or there'd be nothing to bargain about. But if you hope to get, at the outside, 25 cents, and go in asking for 75 (and I know a case where that is just about what happened), you're asking for trouble. Equally, if you're willing, at a pinch, to give 15 cents, and go in saying you won't give a copper, you're asking for trouble, and may I add that you make it ten times worse if you say you can't give a copper, and then wind up by giving 15. Next time you may really be broke; but the union won't believe it. I hope the next 25 years will see the end of that kind of disingenuous shadow-boxing.

I hope they will also see a great deal more of managements taking unions into their confidence and letting them see just what the firm can really afford to pay. I thoroughly agree with the Ontario judge who said that if a firm pleads inability to pay, it must open its books and prove it, and experience convinces me that if it does, unions are sensible enough to know that you can't squeeze water out of a stone.

Turning to conciliation and arbitration, Dr. Forsey said:

Arbitration as the final stage in grievance procedure under an agreement is, I think, an essential protection for both parties and for the public. I think it is likely to be a permanent feature of our industrial system. Voluntary arbitration of the terms of an agreement is rare at present. In certain industries, notably the clothing trades, it is well established and works very satisfactorily. I doubt whether it will become much commoner in the next 25 years. Compulsory arbitration, except in a very few public services, is so thoroughly disliked and distrusted by both sides that it seems to me most improbable that it will go appreciably beyond its present very narrow limits.

Conciliation, even compulsory conciliation, is another matter. Canada has gone in for it in a big way. It is, indeed, the characteristic feature of our labour legislation. Is it likely to be a permanent feature? I don't know. But I hope part of it will and part of it won't.

At present, it has two stages: the conciliation officer and the conciliation board. I hope the conciliation officer part will stay. I shall shed no tears if the conciliation board part goes. I think there is everything to be said for insisting that no stoppage of work shall take place till an experienced conciliation officer has tried to get the two sides to agree. We need lots of good conciliation officers: men of character, ability and knowledge of industrial relations; and we need to give them the status and security which will make them independent enough to do their job effectively. If we do that, I think we could very well dispense with conciliation boards altogether.

The delay they provide for is supposed to be a "cooling off" period. I think it is at least as often a hotting up period. Even on paper, the delay is usually considerable.

"Too often in my experience," said the CCL Director of Research, "the prospect of a board (of conciliation) makes both sides unrealistic and irresponsible." He explained:

The union negotiators go into negotiations with a set of fancy demands, slam them down on the table, and say: "Take it or leave it." The employer's negotiators reply with a blank negative. Both then repeat the performance before a conciliation officer and then ask for a board. The board

perhaps succeeds in whittling down the union's demands to something practicable, and manages to wheedle the employer into offering something practicable; or the board members, who probably don't know the industry, do the bargaining and come up with a compromise which may or may not be feasible. The result, in either case, may be far less satisfactory than the parties could have worked out themselves months before if they had really done some genuine bargaining. But it has the advantage that the union negotiators can go back to their membership with an unsullied reputation for "militancy", blaming the board for everything they didn't get. Likewise, the management negotiators can go back to their board of directors with an unsullied reputation for "firmness", blaming the board for everything they didn't get. All good, clean fun in its way, perhaps; but a trifle expensive, directly and indirectly, for management, labour and the public.

### Herbert H. Lank

In the next 25 years our industrial structure and procedures may well become far more complicated than today, said Mr. Lank.

With steadily improved technology and automation, our per capita output can increase by 50 to 60 per cent. Our work force promises to increase by more than 50 per cent, to more than eight million. As a conservative estimate, therefore, our gross national production can more than double.

What does this mean to labour-management relations, he asked.

It means that where today we need more widespread recognition of the mutual interest of management and labour, in the next 25 years it will be a matter of increasing urgency—both to help bring about the potential increase in production and to understand it when it has been brought about.

It may seem a formidable challenge, Mr. Lank stated, but the prospective increase in individual output may well, he opined, make possible some further shortening of the work-week and a further improvement in the standard of living. "That could mean an up-grading of labour, by income and education."

Turning to the question of leadership, Mr. Lank asked: "What kind of leadership have we in labour and management? What do employees and employers think of unions and of each other?"

Leaders, he said, are usually the product of their times.

When unions had to battle for their very existence a tough, belligerent leadership was to be expected—and management of that day must assume some responsibility for such labour leadership. Today, with the right to organize clearly established, union leadership should be expected to be more conciliatory and broadly constructive and many of them are, although some of the older labour leaders, like a few members of management, find it difficult to adjust to the times.

Like any other executive, a union leader must show results if he expects to retain his position. He must not only get results by always obtaining "more," as Samuel Gompers suggested, but he must also be a practising politician when he holds office by consent of his members. That injects a complicating and often unpredictable feature into his dealing with management.

The basic difference is that whereas the labour leader seeks more for what he has to offer, the business leader is trying to give more value for less; and if he succeeds he'll be in front of the parade. Few labour leaders seem to understand that.

It is an unfortunate fact, continued Mr. Lank, that there is still lack of understanding in many instances between management and employees. Because of it, there is a tendency to regard management and employees as groups with rival ambitions rather than a common objective. If employees think management is indifferent to their welfare, that attitude is likely to be reflected in lower production and lowered quality. If management thinks employees are unreasonable or unwilling to turn out a fair day's work, friction, which will build up to labour disputes and strikes, can be expected.

We cannot remind ourselves too often, said Mr. Lank, that teamwork is essential to industrial strength, with owners, management and workers each making a contribution and each receiving a proportionate award. This, he said, is where understanding is vitally needed in industry, and this is where management has neglected its obligation to spread information on how our business system operates and how the economic welfare of employees is inseparable from the economic welfare of management and owners.

## Government and Business

What about the future relationship of business and government?

During the panel discussion on this question the following opinions emerged:—

1. Government participation, or intervention, in the business life of Canada will probably increase.

2. Government efforts in the field of communication—radio, television and publication—should be halted.

3. Combines and anti-trust legislation is here to stay, despite certain iniquities in it.

The panel was under the chairmanship of M. Fowler, Montreal.

### Officers for 1954-55

President of the Canadian Chamber of Commerce for the ensuing year is G. S. Thorvaldson, QC, of Winnipeg.

National Vice-presidents are J. G. Godson, Toronto, and Raymond Dupuis, Montreal.

C. L. Walker, Montreal, and A. C. Ashforth, Toronto, were elected to fill the offices of Honorary Treasurer and Associate Honorary Treasurer.

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# 73rd Annual Convention of the American Federation of Labor

**Ten-point program for economic prosperity that aims to reduce unemployment through expansion of purchasing power is endorsed. Approval also given to plan to end jurisdictional disputes among AFL unions**

An economic program designed to cut down unemployment through expansion of purchasing power was endorsed by 750 delegates attending the 73rd convention of the American Federation of Labor in Los Angeles, September 20 to 28. Also approved was a plan to end jurisdictional disputes among the AFL's 113 affiliated unions.

In international affairs, the delegates, who represented more than ten million workers, approved a program aimed at preserving the peace and security of the free world.

Convention speakers included President Eisenhower; James P. Mitchell, U.S. Secretary of Labor; David A. Morse, Director-General of the International Labour Organization; and Omer Becu, President of the International Confederation of Free Trade Unions.

AFL President George Meany, Secretary-Treasurer William F. Schnitzler, and all 15 vice-presidents were re-elected to office.

In his opening address, Mr. Meany said the AFL wants maximum employment, maximum production and maximum purchasing power. He said unemployment was the "number one" problem, and criticized the U.S. Government for failure to relieve it.

In a speech dealing with international as well as domestic issues, Mr. Meany stressed that the United States "must be the leader among the nations which believe in the free way of life".

He derided the possibility of "co-existence" with Soviet Russia on Communist terms, declaring that such co-existence, while it might bring peace, would be "the peace of the slave camp, the peace of surrender".

"There is another way to peace for the free world," he said. "That is to build up our strength militarily, socially, economically—to bind together all who are dedicated to freedom, and build up strength to the point that we will deter further aggression."

Mr. Meany made a strong appeal for action to build unity between the AFL and the Congress of Industrial Organizations and to put into operation machinery for settling jurisdictional disputes within the AFL.

Action on both appeals came in the form of resolutions. The delegates received a report on the operation of the no-raiding pact signed by the AFL and the CIO last June, which was heralded at the time as being the first step towards eventual merger of the two labour groups. After hearing that no major cases of raiding have taken place since then, the delegates unanimously adopted a resolution urging that merger talks between the two organizations be speeded up.

The cause of labour unity was given an added boost when the CIO sent a message of "fraternal best wishes" to the convention, the first such message since the CIO unions broke away from the AFL in 1934. In the message, CIO President Walter Reuther said ratification of the no-raiding agreement by the two organizations and the majority of their affiliates "represents a heartening trend toward elimination of friction within the American labor movement".

### Internal Disputes Plan

Mr. Meany's appeal concerning the AFL's internal situation was answered when the delegates unanimously approved an Internal Disputes Plan designed to prevent

raiding among AFL affiliates and to provide a method for the adjustment and adjudication of jurisdictional disputes within the organization. The plan will be submitted to member unions for signing and will be binding only on those individual unions that do so.

The master plan for settling internal disputes was reinforced when, during the convention, four AFL unions entered into a mutual assistance pact of their own. The four unions are the International Brotherhood of Teamsters, the United Brotherhood of Carpenters and Joiners, the International Union of Operating Engineers, and the International Hod Carriers and Common Labourers' Union.

The agreement signed by the four unions sets up machinery to iron out any jurisdictional conflicts and pledges joint effort to enrol several hundred thousand unorganized workers engaged in road building, the laying of pipelines, and other heavy construction.

A further assurance of internal peace was seen in the settling immediately prior to the convention of the 40-year-old feud between the International Association of Machinists and the carpenters' union, each with 800,000 members. The presidents of the two unions signed a peace pact which sets up a formula for splitting jurisdictional control over millwrights engaged in installing machinery in utility plants, printing shops, breweries and factories.

## Plan for Economic Prosperity

In its annual report to the convention, the AFL Executive Council proposed a 10-point program for economic prosperity. The program included demands for:—

A 35-hour statutory work week, with overtime pay at time and a half.

An increase in the legal minimum wage from the present 75 cents per hour to $1.25.

Adoption of full employment and full production as the country's first objective.

Public and private policies to lift consumer buying power to the level of industry's accelerated power to produce.

A fortified national defence program.

Public works and broader public and middle-income housing programs.

Reduced taxes for those in the lower-income groups.

Encouragement of mature labour-management relations through free collective bargaining.

Stimulation of farm income and higher unemployment compensation standards.

The delegates adopted resolutions covering these points, and added one that establishes the 30-hour work week as the AFL's long-range goal.*

The delegates were also told by the AFL executive that economic conditions in the United States, although worse than during the recession of 1949, were good enough to warrant "substantial wage boosts for workers".

The Executive Council warned AFL affiliates "against being deceived by employers in a basically sound financial position who attempt to manoeuvre unions into abandoning wage-increase efforts on grounds of the general economic downturn.

"Even in a depressed and uncertain economic atmosphere and with a relatively stable cost of living, wage increases are warranted to improve worker living standards and to keep pace with the economy's constantly rising level of productivity," the council declared.

## Other Resolutions

In other resolutions the delegates stressed the need for vigorous efforts to achieve amendments to the Taft-Hartley Act; called on the AFL Executive Council to watch efforts being made by state legislatures to pass "right-to-work" laws, and to consider a special counter attack for the repeal of such laws and to block enactment of new ones; accused the present Administration of having established "government of, by and for big business"; called for further social security benefits while expressing appreciation for the improvements to the Social Security Act made recently by the U.S. Congress; and called for the setting up of a national health plan.

The Federation also pledged unanimous support to moves by the Government to curb welfare fund abuses and asserted its willingness to co-operate in an objective investigation of welfare funds. It also approved of measures to tighten regulations governing welfare funds of federal labour unions directly chartered by the AFL, and urged all international unions to adopt similar rules.

On the world situation, the Executive Council report called for unyielding opposition to any further compromise with Communism on the Soviet Union's terms. This meant, it said, not a choice between

*The International Brotherhood of Electrical Workers (AFL) at its own convention earlier in the month went on record as favouring the 30-hour, five-day work week with no change in weekly pay, and called on its locals to try to achieve this goal in 1955 contract negotiations.

immediate war or further concessions, but rather that the free world must quickly develop "a positive over-all program to unite its forces".

The program would involve helping colonial peoples secure national freedom and democracy, advancing living standards of the non-communist world by raising purchasing power and productivity, and making it "too militarily costly for Soviet aggression".

A special report of the Federation's International Relations Committee called on the United States to end large-scale economic and military grants to other nations.

The report said that the distribution of billions of dollars in outright grants bred "envy and disappointment" and gave "the false impression of a philanthropist-alms recipient relationship".

As a substitute for the present United States system, the report urged the adoption of four yardsticks for future foreign aid. They were:—

1. Help for democratic countries willing to defend their own freedom and to join with other free nations in "promoting human welfare, the fundamental rights of the United Nations Charter, collective security and peace".

2. Economic and technical assistance along the lines of the Point Four program to enable free nations themselves to finance their maximum defence and collective security without neglecting the needs of their people.

3. Reciprocal help by the nations thus aided, with a view to making available to the United States or to the common cause services, supplies or mutual security arrangements.

4. Distribution of the benefits of United States assistance in a way that would raise mass purchasing power abroad.

The report also urged the elimination of trade with the Soviet orbit and the establishment of a "free world trade and prosperity area"; and the adoption of an inter-American prosperity plan to build up the economies of the democratic countries in Latin America.

## Guest Speakers

The list of prominent convention speakers was headed by President Eisenhower, who said he regretted the failure of Congress to eliminate provisions of the Taft-Hartley Act unpopular with labour. He promised to send new recommendations to Congress to get rid of these provisions and to recommend a requirement that management also must sign non-communist affidavits.

Mr. Eisenhower admitted there were soft spots in the United States economy and said that "anyone would be idiotic to deny it".

"The views of this convention," he said, "will be studied and considered, just as the views (are studied) thoroughly and sympathetically of every other great group of Americans that compare with it."

James P. Mitchell, U.S. Secretary of Labor, devoted much of his speech to a defence of the Government's labour and economic policies. He pointed to the extension of the Social Security Act (L.G., Oct., p. 1388), extension of the public housing program, medical re-insurance, and more road and ship construction as evidence of beneficial action taken recently by Congress.

Mr. Mitchell said the Government's program is designed to strengthen the United States "by helping people to help themselves".

David A. Morse, Director-General of the International Labour Organization, told the delegates in his speech that the ILO's Governing Body will soon consider proposals for a new international treaty to outlaw forced labour. He credited this development largely to spade-work the AFL had done in exposing forced labour camps in various countries and in bringing these to the attention of the United Nations.

Another problem brought to the attention of the United Nations by the AFL, said Mr. Morse, was that of violations of trade union rights, and especially the right of free association. He said both these problems could be solved by the promotion of good labour-management relations on a world-wide scale, which would be, he said, the ILO's new phase of action.

"A healthy system of labour-management relations is the everyday school of democracy," he said. "Progress here can have repercussions beyond the purely labour field. In the countries now entering upon industrial development the establishment of good labour-management relations can become a bulwark of political and economic democracy. And good labour-management relations are the foundation for sustained social progress."

Omer Becu, President of the International Confederation of Free Trade Unions, said in his address to the convention that "we live in danger of thermonuclear war" until Soviet Communism is abolished or until it changes its nature.

The ICFTU, he said, comprises nearly all free labour movements throughout the world, totalling some 60 million workers in 75 different countries.

Speaking further on the subject of international tension, Mr. Becu said that "it is impossible to live in peaceful co-existence with a country which, while talking peace, has enslaved millions of human beings and their native lands".

In accordance with the AFL custom of choosing convention cities two years in advance, the delegates voted for Seattle in 1956. The 1955 convention will be held in Chicago, beginning September 15.

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# 13th Annual Conference, Canadian Association of Administrators of Labour Legislation

## "Labour Relations" major topic of discussion at four-day meeting in Ottawa. Other subjects: labour law enforcement, industrial safety

Representatives of the federal Department of Labour and nine provincial departments attended the 13th conference of the Canadian Association of Administrators of Labour Legislation in Ottawa, September 21-24. This organization of government officers concerned with labour laws meets annually to discuss administrative problems.

"Labour Relations" was the major topic dealt with at this year's conference. An entire day was devoted to a discussion of the functions and administrative practices of labour relations boards, and at the dinner meeting on September 22, Prof. H. D. Woods, Director of the Industrial Relations Centre of McGill University, addressed the members on "The Conflicting Roles of the Conciliation Board chairman".

Other subjects discussed were problems of labour law enforcement, industrial safety, and legislative and administrative developments during the year in the federal and provincial departments.

In an address to the delegates at the opening session, A. H. Brown, Deputy Minister of Labour, stated that the CAALL in the 16 years since it was formed had proved its usefulness and there was little doubt that it had established a firm and continuing place for itself. The Association had progressed, Mr. Brown said, to the point where its members had developed a sympathetic appreciation of one another's needs and aspirations, and in this spirit of understanding they were well equipped to discuss labour problems frankly and with penetration.

The following provincial representatives attended the meeting:—

British Columbia: William Sands, Deputy Minister of Labour; C. R. Margison, Secretary, Board of Industrial Relations.

Alberta: Hon. Norman A. Willmore, Minister of Industries and Labour; K. A. Pugh, Chairman, Board of Industrial Relations; A. Farmilo, Commissioner, Workmen's Compensation Board.

Saskatchewan: Hon. C. C. Williams, Minister of Labour; H. S. Elkin, Deputy Minister of Labour; C. K. Murchison, Director, Wages and Hours Branch; S. J. Tabbutt, Chief Industrial Relations Officer.

Manitoba: W. Elliott Wilson, QC, Deputy Minister of Labour.

Ontario: J. B. Metzler, Deputy Minister of Labour; J. Finkelman, QC, Chairman, Labour Relations Board; E. H. Gilbert, Chief Inspector, Department of Labour; C. G. Gibson, Examiner of Plans, Department of Labour; J. H. Larocque, J. Wibberley, E. Loyer, Miss L. Martin, Inspectors, Department of Labour (Ottawa district); Miss A. Buscombe, Statistician, Department of Labour; Mrs. Josephine Grimshaw, Economist, Department of Labour; S. R. Johnston, Solicitor, Workmen's Compensation Board; H. Hopper, Workmen's Compensation Board; Miss Helen Davis, Secretary to the Deputy Minister of Labour.

Quebec: Donat Quimper, Associate Deputy Minister of Labour; Conrad H. Lebrun, Vice-president, Labour Relations Board; Benoit Tousignant, Chief Inspector, Labour Relations Board; Noel Bérubé, Assistant Director, Conciliation and Arbitration Service; Leopold Roger, Conciliator; Wilfrid Beaulac, Head of Labour Inspection Service, Quebec District; Lucien Hamelin, Secretary, Labour Inspection Service.

New Brunswick: N. D. Cochrane, Deputy Minister of Labour; J. C. Tonner, Secretary,



**Annual Conference of Canadian Association of Administrators of Labour Legislation Federal and provincial representatives attending the conference are shown above, with the executive committee for the coming year in the front row: (left to right) Past President J. B. Metzler, Deputy Minister of Labour, Ontario; 1st Vice-president R. E. Anderson, Chief Administrative Officer, Department of Labour, Nova Scotia; President K. A. Pugh, Chairman, Board of Industrial Relations, Alberta; Secretary-Treasurer Evelyn Best, Legislation Branch, Department of Labour, Canada; and 2nd Vice-president Donat Quimper, Associate Deputy Minister of Labour, Quebec. Some provincial delegates were absent when the picture was taken. At the extreme right of the second row is Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University, who was the guest speaker at the Association's annual dinner.**

Labour Relations Board; M. M. Hoyt, Legal Adviser, Department of Labour.

Nova Scotia: R. E. Anderson, Chief Administrative Officer, Department of Labour.

Newfoundland: G. T. Dyer, Deputy Minister of Labour; G. B. Malone, Labour Relations Officer.

The officers of the Association for the coming year are: Past President, K. A. Pugh, Alberta; President, R. E. Anderson, Nova Scotia; 1st Vice-president, Donat Quimper, Quebec; 2nd Vice-president, H. S. Elkin, Saskatchewan; Secretary-Treasurer, Miss Evelyn Best, Department of Labour, Canada.

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Members of the Business Advisory Council in the United States said last month they believed the majority of industry in the country would go along with a program for increased unemployment benefits, and the correspondingly higher payroll taxes, in preference to an annual wage for labour. The Council is an advisory group to the Secretary of Commerce.

This statement came after U.S. Secretary of Labour James P. Mitchell told the Council that the demand of major unions for a guaranteed annual wage was basically a request for greater security of income. According to reports from the Council's closed session, Mr. Mitchell said that in his opinion an increase in the amount and duration of unemployment benefits would go a long way towards eliminating pressure by organized labour for an annual wage.

Members of the Council, which is composed of top executives of more than 200 of the nation's leading corporations, said industry objects to the annual wage because it would fix labour costs and tend to discourage expansion projects.

# 14th Biennial Convention, Canadian Federation of Business and Professional Women's Clubs

**Adopt five resolutions dealing with the problems of women in gainful employment, including request for enactment of Equal Pay Act and for revision of Unemployment Insurance Act regulation on married women**

Five resolutions dealing with the problems of women in gainful employment were adopted by the Canadian Federation of Business and Professional Women's Clubs at its 14th biennial convention in Toronto in July. Proceedings of the convention have just been released.

The Federation, primarily an association of women in gainful employment, has some 6,500 members in 168 centres in all provinces. Its executive is drawn from all parts of the country. A network of provincial organizations supplements the national board.

The resolutions (1) request the enactment of a federal Equal Pay Act (the Federation will campaign for similar legislation in the seven provinces that have no such Act); (2) call for further study of the position of married women in employment; (3) request local clubs of the Federation to continue study of the problems of the part-time worker and of the older woman worker; (4) urge revision of Regulation 5A under the Unemployment Insurance Act to provide that the same action be taken to protect the fund against unjust claims from married women as is taken in respect to other claimants; and (5) approve the making of a study of the setting up of a pension scheme through membership in Business and Professional Women's Clubs.

The Government was urged to ratify the United Nations Convention on the Political Rights of Women. The Federation is committed to study the new draft convention on the Nationality of Married Women, prepared by the UN Commission on the Status of Women.

Recognizing the need for trained women in technical assistance programs, the convention also urged that qualified members of the Federation make themselves available for service in underdeveloped countries.

The Federation is to begin a study of the access of women to apprenticeship training in Canada. Interest in the subject was awakened by the studies of the access of women to education made by the International Federation of Business and Professional Women in co-operation with the United Nations Educational, Scientific and Cultural Organization and the UN Commission on the Status of Women.

The convention also—

Decided to create a United Nations fellowship for 1955.

Instructed the incoming Board to set up an *ad hoc* committee to consult with experts regarding reformation of women offenders.

The officers elected for 1954-55 are: President, Mrs. G. R. D. Laycock, Winnipeg; First Vice-president, Mrs. Maude Baylay, Meadowvale, Ont.; Vice-presidents, Miss Isabel Menzie, Montreal, Miss Una McLean, Calgary, and Senator Muriel McQueen Ferguson, Ottawa; Honorary Secretary-Treasurer, Miss K. Scroggie, Winnipeg; and Finance Chairman, Mrs. Edith Waterman, North Battleford.

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Provision of equal job opportunities for Negroes and other minority groups in the United States is expected to be forwarded as a result of a new executive order issued recently by President Eisenhower.

The order, which broadens the non-discrimination clause in contracts between government procurement agencies and their suppliers, now prohibits discrimination with respect to employment, upgrading, demotions or transfers, recruitment, layoffs, rates of pay, and selection for training, including apprenticeship. Previously, the government clause had prohibited discrimination in employment on account of an applicant's race, religion, colour or national origin.

A pamphlet entitled "Equal Job Opportunity Is Good Business" has recently been prepared by the Committee on Government Contracts as part of an extensive educational campaign in this field. In the next few months more than 500,000 copies will be distributed.

# 50 Years Ago This Month

**Unsanitary working conditions, long hours of work and employment of female and child labour in factories described in feature article. Only 3 provinces had appointed inspectors under their factory Acts**

Unsanitary working conditions, long hours of work and the employment of female and child labour in factories and the success of factory Acts in removing such abuses were highlighted in a feature article of the LABOUR GAZETTE for November 1904. At the time the article was written, only three provinces, Quebec, Ontario and Manitoba, had appointed inspectors to carry out the provisions of their factory Acts. In Manitoba, though the work of inspection had begun, no formal reports had as yet been made and the article was based upon the experience of Quebec and Ontario only.

With reference to sweating in industry, the GAZETTE reported that in 1893 Montreal inspectors had drawn attention to the "rapidly increasing" number of sweat shops. Of the clothing industry in that city, the article said: "Up to that date it was impossible to reach those establishments by law, in spite of the fact that filth and squalor abounded.

"The vitiation of the clothing manufactured in this manner", it went on, "constituted a serious menace to public health. ... Whole families, under this regime, were often found toiling early and late for a mere pittance".

Two years later, in 1895, inspectors found that in Quebec City young girls were working from 75 to 80 hours a week, including Sunday, at wages varying from 50 cents to $3. Following the appointment of two female inspectors in Montreal in 1898, it was reported in that year that nearly 10,000 women were employed in the manufacture of clothing under sweating conditions, in small unhygienic establishments, at low wages and for excessive hours.

The GAZETTE remarked: "The system of contract garment making, inasmuch as it afforded cheap clothing for the poor and did not transgress, except in its accompaniments, the letter of the law, proved very difficult to deal with, and the efforts of the inspectors were confined almost wholly to the betterment of the sanitary conditions existing in these establishments."

By 1901, a joint Ontario-Quebec inspection commission could report that sanitary conditions in the Ottawa-Hull area in the clothing trade were "in the main satisfactory". In addition, it added, "a result of the publicity of the inspection was that wages were almost immediately increased by from 100 to 150 per cent".

The GAZETTE noted that the frequent moving of small clothing shops and their habit of installing themselves without regard to light and ventilation made the work of inspection difficult. A 1901 amendment to the Ontario Shops Act, requiring the keeping of a written register of names and addresses of persons to whom certain specified work was given out, rendered inspection more efficient, the article stated.

One of the more important steps in regulating factory conditions was the appointment of female inspectors, in view of the increasing number of women in industry, the article said. Women inspectors were appointed in Ontario in 1895 and in Quebec in 1897.

Among the changes noted by the GAZETTE as the result of these appointments were the installation of separate toilet facilities with separate approaches and a different hour of arrival and departure for male and female employees.

During 1903, inspections were made of 810 factories in Quebec and a year earlier, 1,835 were inspected in Ontario. In 1900, the female inspector in Ontario estimated that there were more than 50,000 women employed in the province.

Child labour was reported difficult to police owing to the deliberate falsification of age certificates and more particularly in cases where births were not even registered. Both Quebec and Ontario prohibited the employment of children in "dangerous, unwholesome or inconvenient establishments". In Ontario, the age limit for child labour was 14 years and for dangerous or unsanitary employment, 16 for boys and 18 for girls. In Quebec, the general limit was 12 for boys and 14 for girls with the same provisions as the Ontario legislation concerning "dangerous and unwholesome" occupations.




More than 1,800 guests attended a recent "open house party" sponsored by the labour-management production committee of the Sterling Drug Company in Windsor, Ont. Representatives of the management, and the union (local 435, United Gas, Coke and Chemical Workers of America, CIO), were highly pleased with the success of the LMPC's efforts.

In an article describing the affair, the Windsor *Star* said:—

"Workers and management at Sterling Drug Manufacturing Company, Limited, proved last night that labour-management committees can work for the mutual benefit of all concerned.

"The big west side pharmaceutical plant was visited by an estimated 1,800—workers, wives, children—at an open house which brought the job of the bread winner into sharper focus for the other parts of the family who listen to shop talk from year to year but never see the worker on the job.

"The open house idea was entirely that of the employees, sparked by some helpful suggestions from the Federal Government's industrial relations labour-management co-operation service. Management entered fully into the plan.

"Each visitor received a sample of the firm's products in the course of the tour but so great was the turnout that it became necessary to take the names and addresses of the visitors and promise to send the articles later.

"A committee was formed from the plant committee (LMPC) and all details were worked out by this group of ten men and women."

* * *

In an address to the American Federation of Labour convention in Los Angeles, David L. Morse, Director-General of the International Labour Organization, spoke of a world-wide ILO campaign to "promote good labour-management relations," as being "a new phase of action". He said:—

"A healthy system of labour-management relations is the everyday school of democracy. Progress here can have repercussions beyond the purely-labour field. In the countries now entering upon industrial development the establishment of good labour-management relations can become a bulwark of political and economic democracy. And good labour-management relations are the foundation for sustained social progress".

## Stress Importance of Human Relations

The British Ministry of Labour, in a recent publication, stressed the importance of human relations in industry, urging that employers and employees be constantly reminded to make conscious and positive efforts to maintain and improve sound relations.

Ways in which these good relations can be brought about by employers' organizations, nationalized industries and trade unions are suggested under two main headings:—

1. That they increase those of their activities which will assist the development of sound relations in the individual firm or establishment.

2. That their attention should be drawn to the work of professional and other associations working in the field with a view to their offering encouragement and support to those activities which appear to be helpful.

Broadening the theme implied by the suggestions, it is stressed that a great deal can be done towards gaining success through proper development and response from the shop floors.

As a step in the right direction, employers must, it was pointed out, tell their employees fully and frankly about the fortunes of the firm. The aim of every employer should be to maintain communication with his employees, whether through personal contact, joint committees (LMPCs) or printed documents, so that goods news will be handled equally with bad, and that what is said will come, in time, to be trusted as authoritative and objective.

Establishment of Labour-Management Production Committees (LMPC's) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPC's, the Service provides publicity aids in the form of booklets, films and posters.



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# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during September. The Board issued six certificates designating bargaining agents, ordered two representation votes and allowed the withdrawal of two applications for certification. During the month, the Board received four applications for certification.

### Applications for Certification Granted

1. Canadian Merchant Service Guild Inc., on behalf of a unit of deck officers employed by Transit Tankers and Terminals Limited, Montreal (L.G., Aug., p. 1136).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of red caps employed by Canadian National Railways on its Atlantic Region, excluding Newfoundland District (L.G., Sept., p. 1280).

3. The Order of Railroad Telegraphers System, Division No. 7, on behalf of a unit of caretaker agents employed on the Eastern Region of the Canadian Pacific Railway Company (L.G., Sept., p. 1280).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Saguenay, Ltée., employed at Radio Station CKRS, Jonquière, Que. (L.G., Sept., p. 1280).

5. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Lac St-Jean Ltée., employed at Radio Station CFGT, St. Joseph d'Alma, Que. (L.G., Sept., p. 1280).

6. National Association of Marine Engineers of Canada Inc., Great Lakes Eastern District, on behalf of a unit of marine engineers employed by Abitibi Navigation Company Limited, Toronto (L.G., Sept., p. 1280).

### Representation Votes Ordered

1. National Association of Broadcast Employees and Technicians, applicant, and Radio Chicoutimi Enr. (Radio Station CJMT), Chicoutimi, Que., respondent (L.G., Sept., p. 1280).

2. Brotherhood of Locomotive Engineers, applicant, and Canadian National Railways (Montmorency Subdivision), respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (locomotive engineers, firemen and trolleymen) (L.G., Sept., p. 1280). The names of the applicant and the intervener will appear on the ballot.

### Applications for Certification Withdrawn

1. Sept-Iles Railway Mechanical Department Employees Association, applicant, and Iron Ore Company of Canada, Seven Islands, Que., respondent (L.G., Sept., p. 1280).

2. Brotherhood of Maintenance of Way Employees, Canadian National Eastern Lines System Federation, applicant, and Quebec North Shore and Labrador Railway Company, Seven Islands, Que., respondent (L.G., Oct., p. 1440).

### Applications for Certification Received

1. Brotherhood of Maintenance of Way Employees, Canadian National Eastern Lines System Federation, on behalf of certain classifications of Maintenance Employees employed by the Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Investigating Officer: C. E. Poirier).

2. Sept-Iles Railway Mechanical Department Employees Association, on behalf of employees of Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Investigating Officer: C. E. Poirier).

3. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed by Canadian National Railways on its Newfoundland Steamship Service (Investigating Officer: L. Pepin).

4. United Steelworkers of America, on behalf of a unit of employees of the Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Investigating Officer: C. E. Poirier).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During September the Minister appointed conciliation officers to deal with the following disputes:—

1. Radio Station CKVL, Verdun, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier).

2. McCabe Grain Company Limited (Seed Plant), St. Boniface, and Local Union 338, Grain, Flour and Seed Workers, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: R. H. Hooper).

3. Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: G. R. Currie).

4. Halifax Power and Pulp Company Limited, Sheet Harbour, N.S., and International Longshoremen's Association (Conciliation Officer: D. T. Cochrane).

## Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in August to deal with matters in dispute between the Canadian

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the adminintration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



97032—4½

Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (L.G., Oct., p. 1441) was fully constituted in September with the appointment of Prof. C. H. Curtis, Kingston, Ont., as Chairman. Prof. Curtis was appointed by the Minister on the joint recommendation of the other two members, H. Brooke Bell, QC, Toronto, and Miller Stewart, Sturgeon Point, Ont., who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in August to deal with matters in dispute between the Canadian Pacific Railway Company (British Columbia Steamship Service), Canadian National Steamships and Union Steamships Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1441), was fully constituted in September with the appointment of Philip Fleming, Victoria, B.C., as Chairman. Mr. Fleming was appointed by the Minister in the absence of a joint recommendation from the other two members, R. A. Mahoney, Vancouver, and Hugh Smith, North Burnaby, B.C., who were previously appointed on the nomination of the companies and union respectively.

The Board of Conciliation and Investigation established in August to deal with matters in dispute between the Canadian Pacific Railway Company (ss *Princess Helene*) and the Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1441), was fully constituted in September with the appointment of His Honour Judge Charles J. Jones, Woodstock, N.B., as Chairman. Judge Jones was appointed by the Minister in the absence of a joint recommendation from the other two members, Arthur J. Meagher, Halifax, and John McGough, Montreal, who were previously appointed on the nomination of the company and union respectively.

### Conciliation Board Reports Received

1. Canadian Overseas Telecommunication Corporation (clerical employees) Montreal, and Local 272, Overseas Communication Union (L.G., Aug., p. 1139). The text of the report is reproduced below.
2. Polymer Corporation, Limited, Sarnia, and United Gas, Coke and Chemical Workers, Local 14 (L.G., Aug., p. 1139). The text of the report is reproduced below.
3. Essex Terminal Railway Company, Walkerville, Ont., and the Brotherhood of Railroad Trainmen (L.G., Sept., p. 1282). The text of the report is reproduced below.

### Settlement Following Board Procedure

Eldorado Mining and Refining Limited (Beaverlodge Operation) and Beaverlodge District, Mine, Mill and Smelter Workers, Local 913, International Union of Mine, Mill and Smelter Workers (L.G., July, p. 997).

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# Report of Board in Dispute between

## Canadian Overseas Telecommunication Corporation, Montreal
## *and*
## Overseas Communication Union

The Board of Conciliation established to deal with the dispute between Canadian Overseas Telecommunication Corporation (Employer) and Local 272, Overseas Communication Union (Bargaining Agent) hereby submits its report. The Board held a number of meetings but was confronted with a series of delays caused by the difficulties of finding meeting times when all involved could be present. The Board failed to achieve an agreement between the parties and is therefore presenting its recommendations on each of the items still in dispute.

*Article 1*

*Paragraph 5(c)*

The effect of this clause in the expired agreement is to remove from employees with fifteen or more years of service any disability they might suffer as a consequence of withdrawal from union membership. Up to that point union membership guarantees preferential treatment. The union is objecting to the retention of this clause on the grounds that it grants a super preference to the man who, after fifteen years of service, withdraws from union membership.

It is to be noted that no principle is involved in this issue. The Corporation has already granted union security to the extent of preferred treatment to union members. It appears that the clause was originally included in this agreement by imitation of another agreement between the Corporation and the same union as bargaining agent for another group of employees. In the present case, all members of the bargaining unit are members of the union. The fifteen-year clause which was inserted in the agreement from which it was copied was designed to protect a small group of older employees who had demonstrated opposition to joining the union. Inasmuch as it applies to no one in the present instance and particularly since the basic principle has been conceded by the Corporation, there seems little logic in its retention.

*Recommendation No. 1:*

*Article 1, Paragraph 5(c) should be deleted from the agreement.*

*Article 7*

*Paragraph 1*

The union is requesting that the present arrangement by which an employee works seven hours per day from Monday to Friday inclusive and, on alternate weeks, three and a half hours on Saturday shall be replaced by a straight eight hour day, five day week, Monday through Friday. In other words the union is prepared to increase the hours per day and hours per week in order to avoid work on alternate Saturdays.

The Board was impressed with the fact that the present arrangement provided a rather generous hours schedule and with the need of the company to have a partial staff on duty on Saturday morning. Also the work on alternate Saturday mornings is hardly onerous.

*Recommendation No. 2:*

*No change in Article 7, Paragraph 1.*

*Article 8*

*Paragraph 4*

The change requested here by the union is contingent upon the granting of the union request under Article 7, Paragraph 1. Since the Board is recommending no change in the latter, there should be no change in the former.

*Recommendation No. 3:*

*Article 8, Paragraph 4 should remain as at present.*

On September 23, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between Local 272, Overseas Communication Union, and Canadian Overseas Telecommunication Corporation, Montreal, affecting 21 clerical employees.

The Board was under the Chairmanship of Prof. H. D. Woods, Montreal, who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the company was C. H. Cheasley, Montreal, and the union nominee was A. Andras, Ottawa.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Andras. The minority report was submitted by Mr. Cheasley.

The texts of the majority and minority reports are reproduced below.

*Article 11*

The union requested that this article be deleted in its entirety while the company wishes that it be retained. The union appears to have dropped the request before the conciliation officer. Nevertheless it was categorically requested by the union before us that the article be dropped "because in fact it is a dead letter. The clerical staff never have transfers."

Taking into account the expanded responsibilities and facilities of the Corporation the Board cannot share the union view that this is a dead letter. There seems to be a possibility that clerical staff transfers may be required in the future. This being so there would be danger to the management if the present Article 11 were deleted. The fact of deletion might be construed in a future interpretation that the company had given up the right to transfer since the specific clause guaranteeing this power had been taken out.

The present Article appears to have three objectives as follows:—

1. To protect the right of the Corporation to transfer personnel in the interest of the efficient operation of the organization.

2. To protect the employees in two ways:
   (a) By requiring the management to select for transfer from suitable persons who apply for the transfer;
   (b) By requiring the company, in the absence of suitable applicants, to select for transfer from those who have not served on the station to which the transfer is to be made.

3. To guarantee travelling, moving, and temporary accommodation compensation to transferred persons.

It is the opinion of the Board that all of these objects are reasonable and just. It therefore supports the retention of the Article in the agreement. It notes, however, that there is some ambiguity in the present wording indicating the need for redrafting.

*Recommendation No. 4:*

*The provisions of the present Article 11 should be maintained but that the parties should jointly examine the clauses as written with a view to rewriting for purposes of clarity.*

*Article 12*

This is the wage issue. The present contract contains a salary table which shows four classes or scales. Each of these is subdivided. *Scale I* shows five subdivisions ranging from $93 per month to $124. *Scale II* has nine subdivisions ranging for men from $134 per month to $196, and for women from $134 to $186. *Scale III* has six subdivisions ranging for men from $204 per month to $243 and for women from $191 per month to $217. *Scale IV* has five subdivisions with male salaries ranging from $253 per month to $284 and salaries for women ranging from $221 per month to $237.

The union is making four demands with regard to salaries. These are discussed separately below.

1. *Trainees for Operating Staff.*

The Corporation has established a training program for operating staff, and presumably hires prospective trainees when favourably impressed with applicants, even though there may be no available space in the training school at the time. These trainees are placed on general office routine duties while waiting to enter the school. The Corporation considers the experience in the office as a useful part of the training. At present the Corporation pays these trainees a subsistence allowance more or less unrelated to the salary scale for established employees.

The union is asking that these trainees be paid a minimum of $125 per month and that there be a limit of twelve months' employment to qualify.

Regardless of whether there has been any abuse of this system as a means of providing cheap labour in place of contract protected rates, as the union charges, there seems to be no doubt that the operation could work that way. In effect these trainees are practically outside the scope of the agreement. Their rates of remuneration are not bargained; their length of service is entirely at the discretion of the company; their numbers are not limited by the agreement.

The valid objectives of both parties can be met by contractual additions which would change the present practice only slightly. These objectives should be to guarantee to the company the right to hire trainees in sufficient numbers to meet the demands of the training school, and to assure the union that the trainee program cannot be used to reduce the intended effects of the contract.

*Recommendation No. 5:*

*Trainees should be paid a minimum salary of $115 per month, and be included in a special classification.*

*Recommendation No. 6:*

*After twelve months experience in the special classification trainees must be either absorbed into the first subdivision of the general classification, taken into the operating group, or dropped from employment altogether.*

2. *The Number of Scales and Subdivisions and the Method of Advancement.*

The union is requesting that the present four scales with their twenty-five subdivisions should be replaced by the special category for trainees and two scales only for regular employees. They ask that Scale II contain eleven subdivisions corresponding to one for the time of hiring and one for each of the following ten years of service. The union asks that there be an automatic salary increment for each year of service within each scale. Scale III would contain five subdivisions, one for each year of service.

If the union demands were granted this would mean that an employee retained by the Corporation would receive an automatic increase each year for ten years, at which point he would either stay and receive no further increases other than general increases, or he would be promoted by company decision into Scale III. In this case he would again advance year by year to reach the maximum in the scale in five years. In other words the present progression period of twenty-five years would be replaced by a fifteen year progression. Also the three "sticking points" would be replaced by one.

Certain features of administrative practice should be mentioned. Apparently, at present, there is no automatic progression as a right within a scale. But in fact the company has advanced each employee annually to the next subdivision above

within the given scale. Thus subdivisions do in practice correspond to annual increments which the union wishes to make contractual. In some cases salary promotions are at a more rapid rate than the annual increment would provide. Presumably this is on merit basis.

The contractual scale apparently was not based on any systematic job evaluation study but seems to have emerged from rates being paid when collective bargaining started. As a result of this and the practice of merit increases, the small number of employees involved are on practically an individual rate basis. Market pressures have also rendered inoperative the first three subdivisions of Scale I, so that actually there is a twenty-two year rather than a twenty-five year progression.

Certainly an overhauling of the present classification structure is indicated. There is no point in maintaining the three classes which have become inoperative. The rates attached to them are unrealistic in any case. The actual number of years required to reach the maximum appears to be rather many. The corporations argument that they must preserve the right to withhold increases for cause is largely belied by their practice of granting annual increments as a matter of policy. The apparent confusion between evaluation of jobs and rating of persons should be cleared up. The impression is strong that this confusion is a factor in the present dispute.

The question of automatic increases is largely solved in practice. We believe that the contract should recognize the fact that increases within a scale are automatic, but may be withheld for cause, subject to the grievance procedure. The only change in practice involved would be establishing the unquestioned right of grievance when the increase is not forthcoming. We believe that this would provide ample protection to the employee, while encouraging very careful administration on the part of the management.

*Recommendation No. 7:*

*Within any scale annual increases shall be automatic but may be withheld for cause, subject to the grievance procedure.*

We cannot go all the way with the union's request for three scales only including the Trainees scale. Nor do we agree to the fifteen year progression to the top salary. However, since the corporation has the right unilaterally to stop an employee's progression at the top of a scale, we believe that the length of the progression should be shortened and the number of scales reduced so that employees who appear to be permanently blocked would not be discouraged from transferring to other employment merely because of the disability of age.

*Recommendation No. 8:*

*There should be four scales as follows—*

*Scale I—*

*Trainee—maximum time one year.*

*Scale II—*

*Regular employee for five years.*

*Scale III—*

*Starting at completion of sixth year and progressing to completion of eleventh year.*

*Scale IV—*

*After completion of twelve years and progressing to the completion of the eighteenth year.*

3. *Wage Rates.*

The union has been at considerable pains to demonstrate the nature of the work performed in several of the positions. Reference is made in the evidence to the Montreal Board of Trade Survey and its job descriptions with the intention of demonstrating to this board that for comparable jobs, in contrast to jobs with similar titles, the corporation wages are lower than prevailing rates. In other cases, even where job titles and content in the corporation schedules and the Board of Trade lists are comparable, the union contends the corporation rates are lower than community rates, taking the Board of Trade figure as representing community rates.

The company on the other hand has attempted to use evidence of the same character to demonstrate that the salaries they are paying are above comparable community rates.

Assessing this evidence presents the Board with a most difficult problem indeed. There is little in the objective data upon which the parties agree. Nor do they agree upon the appropriate external criteria upon which the settlement should be based. Much of the meeting time before the Board was taken up by disputes over the actual job content, the functions performed, the level of responsibility, and the degree of supervision in the corporations employment positions. There was thus little agreement on the job content.

The validity of the Board of Trade salaries survey was accepted by the company and at least not rejected by the union. However, the union was not prepared to

agree that the criterion for settlement should be the Board of Trade weighted averages. Rather they argued for the use of the salary scale in the Anglo-American Company, a competitor where, apparently, salaries are somewhat higher, although, according to the Corporation executives, the fringe benefits are lower.

We were, therefore, confronted with the problems of decision which are almost inevitable in any public utility situation. Since the management is denied some of the freedom of action normally assumed to be within their competence and since the union and employees are under special moral restraints on the use of the strike, it follows that the flexibility of negotiation and the pressures of strike threat are weakened. The Board must direct itself more towards what is considered to be fair and reasonable than towards what it thinks the parties might accept. We are in a fact-finding rather than a manipulative role. This means that we must first decide on standards. Should the salaries in this Corporation lead the community rates (or) should they follow, and if so, how far behind the leaders? The terms of reference for the Board as contained in the legislation and the specific instrument of appointment do not provide the answer.

Without any prejudice to any other situation, and with no intent to contribute to a precedent, we have accepted the principal that wages and working conditions in this particular situation should approximate community averages, so that they shall neither depress nor raise the rates in the community. We mean, of course, to confine our comparisons to comparable types of work.

The task of making an accurate study is formidable. There are problems of inadequate wage data, of job content, of the accuracy of available information. There is also the question of how much allowance should be made for the additional security of tenure and employment in this corporation. We have therefore decided to use the data made available to us by the parties themselves as reasonably satisfactory.

*Recommendation No. 9:*

*The salary schedule for men should be adjusted as follows—*

| | Per Month $ |
|---|---|
| *Scale I*—Trainees Maximum duration one year | 115 |
| *Scale II*— | |
| Minimum at time of commencement shall be.... | 125 |
| Minimum at completion of one years service..... | 130 |
| Minimum at completion of two years service.... | 140 |
| Minimum at completion of three years service.... | 150 |
| Minimum at completion of four years service.... | 160 |
| Minimum at completion of five years service.... | 170 |
| *Scale III*— | |
| Minimum at completion of six years service..... | 180 |
| Minimum at completion of seven years service.... | 190 |
| Minimum at completion of eight years service.... | 200 |
| Minimum at completion of nine years service.... | 210 |
| Minimum at completion of ten years service..... | 220 |
| Minimum at completion of eleven years service.... | 230 |
| *Scale IV*— | |
| Minimum at completion of twelve years service... | 240 |
| Minimum at completion of thirteen years service.. | 250 |
| Minimum at completion of fourteen years service. | 260 |
| Minimum at completion of fifteen years service.... | 270 |
| Minimum at completion of sixteen years service... | 280 |
| Minimum at completion of seventeen years service | 290 |
| Minimum at completion of eighteen years service. | 300 |

4. *Sex Differential.*

Under the present arrangement male and female employees receive the same rates in Scale I and for the first six stages of Scale II. From that point on female employees earn less than males to the point where top salaries differ by $47 a month. The union is asking that this be wiped out. The corporation requests that it be retained.

Two approaches to the problem of wage differentials for men and women are possible. One strongly supports the union, the other supports the company.

1. *Job Study:* It appears that there is little in the functions performed to justify paying men more than women in this situation. Perhaps the male employees are more adjustable to changing demands and can be employed more widely. But this does not appear to be an important factor. Since the bargaining unit does not include the highly skilled occupations, and since we were given to understand that generalized competence was important, specialization which might show some special value for male skills and aptitudes is unimportant.

There is one sense in which male employees might be more valuable to the Corporation than women. It appears that male supervisors are preferred to female supervisors, particularly in an office staffed by both men and women. The potential value of women employees is therefore slightly less. This might justify some differential.

2. *Labour Market Influences:* The labour market definitely discriminates against females and any settlement should take this factor into account. It is not necessary for us to explain the market behaviour, it is sufficient to recognize it, and in accordance with our accepted principle of placing no pressure up or down on the market, to recommend accordingly. However, we must note one peculiarity of the present wage structure. The company has accepted the idea of equal pay for equal work in the early stages of employment. It is at these stages that one might expect some differential against women because of the higher rate of labour turn-over among women

employees. Yet the discrimination appears only after years of service and at a time when it is reasonable to expect a much reduced rate of turnover, and therefore a much lower risk for the employer. Taking these factors into account, some reduction in the present spread in rates between men and women is indicated.

*Recommendation No. 10:*

*The Salary Scale for female employees should be as follows—*

*Scale II*—Same as men.

*Scale III—*

| | |
|---|---|
| Minimum at completion of six years service shall be | 180 |
| Minimum at completion of seven years service | 188 |
| Minimum at completion of eight years service | 196 |
| Minimum at completion of nine years service | 204 |
| Minimum at completion of ten years service | 212 |
| Minimum at completion of eleven years service | 220 |

*Scale IV—*

| | |
|---|---|
| Minimum at completion of twelve years service | 228 |
| Minimum at completion of thirteen years service | 236 |
| Minimum at completion of fourteen years service | 244 |
| Minimum at completion of fifteen years service | 252 |
| Minimum at completion of sixteen years service | 260 |
| Minimum at completion of seventeen years service | 268 |
| Minimum at completion of eighteen years service | 276 |

*Application:*

It is our understanding that no members of this clerical staff are presently employed at a rate less than $117 per month. We therefore suggest that for translation to the new scale this rate be considered the first year of service. Thus a man who has served at $117 per month for *not less* than one year would go up to $125 as long as he is not now receiving $124 or more. Those receiving $128 up to 129.99 would now receive $130 if they have served not less than a year in their present salary range. This pattern of progression should be applied throughout the scale. In other words, the employees will not, in the adjustment, be jumped several grades at once. An employee now receiving $150 per month would be increased to $160 even though he had been at the $150 mark for three or four years.

*Retroactivity:*

The parties have agreed to dating the contract from April 1, 1954, to run for one year.

Respectfully submitted.

*(Sgd.)* H. D. Woods,
*Chairman.*

*(Sgd.)* A. Andras,
*Member.*

## Minority Report

I concur in recommendations Numbers 2, 3 and 4.

I do not concur in recommendations Numbers 1, 5, 6, 7, 8, 9 and 10.

*Comments on points on which I do not concur—*

*Recommendation Number 1:*

Subsections (a) and (b) of the Article to which this recommendation refers are already very generous in the matter of union security. The provisions are more stringent than are found in most agreements. It is reasonable that an employee, after serving fifteen (15) years under these stringent conditions, should be able to withdraw from membership in the union if he so wishes without jeopardizing his welfare with the Company.

*Recommendations Numbers 5 and 6:*

The so-called "trainees" are not covered in the certification granted by the Union and are not, therefore, subject to the agreement. This Board is not required to make any recommendations concerning them.

*Recommendation Number 7:*

The setting up of increases to be given automatically—annually, in this recommendation—is not conducive to good employee relations. Employees need only keep themselves in the service of the employer to be paid more money. What more money they receive is not related to their performance or to the value of the work they do. It can result in employees being paid considerably differently for the quality of the services they render and for the type of work they perform. Particularly under the terms of Article 5 (a) and (b) of the agreement now existing between the parties and the nature of the work required of the employees concerned and of the difficulty of starting any new employee under better terms than those stipulated in any agreement, it prevents the employer from reimbursing new employees for experience already acquired.

It is also tantamount to making the value of a job done by any one employee dependent entirely upon the length of service of that employee. I do not know of any formal evaluation of any job in which length of service is even a factor at all.

Length of service is usually compensated in other ways—pay for absences, pay for sick leave, longer vacations with pay for longer service, preference in employment at time of a lay-off, etc. The contract presently existing between the parties—in its Articles 2, 3, 5 and 6—provides generous rewards of this nature.

*Recommendations Numbers 8, 9 and 10:*

Read in conjunction with recommendation Number 7 and the possibilities under Article 13, Paragraph 4, of the present agreement, these provide compulsory annual increases until the completion of eighteen (18) years of service.

As already indicated in my comments concerning recommendation Number 7, I do not concur with the recommended automatic annual increases.

I prefer, instead, a wage schedule which would provide ranges by occupational classifications and for employees to be paid within the limits of those ranges according to their performance. This, however, requires agreement between the parties on occupational classification titles. The parties are not in complete agreement on this point and it is not within the power of this Board to compel them to agree.

The parties are in reasonable agreement, however, on the approximate work that the employees concerned do collectively. This covers:—

For Males—
- Junior Clerical work
- Key Punch Operating
- Intermediate Clerical work
- Junior Bookkeeping

For Females—
- Junior Clerical work
- Intermediate Clerical work
- Junior Typing
- Junior Billing Machine Operating
- Senior Typing

According to the information submitted by the Company, and accepted generally by the Union, the rates paid in the Montreal community for this work range from:

For Males—
$117 to $318 per month.

For Females—
$110 to $235 per month.

I therefore recommend the setting up of the two following ranges:

Male Employees—
$117-$300 per month.

Female Employees—
$110-$237 per month.

Any employee who considers he is not properly paid within these ranges may have recourse to the procedure prescribed under Article 13, Paragraph 4 of the present agreement.

My reason for recommending the maximum of $300 per month for males—as against the $318 per month paid in the Montreal community—is that the company is—and was acknowledged by the Union to be—one of the leaders in the matter of non-wage payments.

My reason for recommending the maximum of $237 per month for female employees—as against the maximum of $235 paid by the Montreal community—is that the Company has already agreed to pay up to that figure for female employees.

In regard to what is considered to be a "sex differential", it is reasonable to expect the Company to follow community practices. These practices provide a lower maximum for female, than for male, employees. This maximum is relatively high, however, and those female employees of the Company who consider that they are doing work that is comparable to work done by any of its male employees may have recourse to the provisions of Article 13, Paragraph 4, for equal pay at least up to the amount of that maximum.

*(Sgd.)* C. H. Cheasley,
*Member.*

# Report of Board in Dispute between

## Polymer Corporation Limited, Sarnia
## *and*
## United Gas, Coke and Chemical Workers of America

The Board, Eric G. Taylor, Esq., Chairman, George C. Richardes, Esq., Nominee of the Employer, and A. Andras, Esq., Nominee of the Union, sat for the hearing of this matter in the Offices of the Employer at Sarnia, Ontario, on the 9th and 10th days of August 1954.

The Employer was represented by Mr. L. D. Dougan, Plant Manager, Mr. W. A. Atherton, Manager, Industrial Relations, Mr. A. J. Bates, Supervisor, Labour Relations, and Mr. F. J. L. Young, Staff Assistant Labour Relations.

The Union was represented by Mr. A. F. Bruyea, Regional Director, Mr. W. Whitton, President Local 14, Mr. I. M. Henderson, Plant Chairman and the following Members of the Negotiating Committee: Messrs. D. Finn, C. Rawcliffe, R. Martel, J. Imbleau, V. Postill and C. Robinson.

This dispute which affects some 1,500 of the 2,425 persons in the employ of the Employer arose out of the failure of the parties to agree upon the amendments to be made to a Collective Agreement dated 20th April 1953. The agreement was for

a term of one year. Both of the parties to the dispute desired to amend the Collective Agreement. The Union, in addition to its request for a wage increase of 15 per cent, submitted twenty-five amendments. The Employer proposed twenty-eight amendments.

During the proceedings it became apparent that the difference of opinion respecting the several amendments stood in the way of a settlement of the wages issue. Accordingly, the parties were encouraged to negotiate a settlement of these matters. In the interest of a settlement the Employer agreed to withdraw the twenty-eight amendments which had been sought and suggested that the Union withdraw its twenty-five proposed amendments. Finally, in the presence of the Board, the parties agreed that the only revisions to be made to the Collective Agreement would be those made necessary by virtue of the Employer's acceptance of the Union's request in respect of Sections 205, 303, 803, 807 and 809 thereof. Following this development the Board endeavoured to effect a settlement between the parties on the matter of wages, but without avail.

The 1,500 employees covered by the agreement are divided into two groups, Process and Mechanical, with approximately the same number of employees in each group. In each of the groups there are nine Labour Grades. The Schedule of Wage Rates which has been in effect since 20th April 1953, reads as follows:—

| *Process* | *Mechanical* | |
|---|---|---|
| Operator | Group Leader | $2.07 |
| Special Assistant | Special Mechanic | 2.00 |
| 1st Assistant | Class I Mechanic | 1.93 |
| 2nd Assistant | Class II Mechanic | 1.80 |
| 3rd Assistant | Class III Mechanic | 1.69 |
| 4th Assistant | Junior Mechanic | 1.59 |
| Handyman | Mechanical Helper | 1.50 |
| Utility Man | Utility Man | 1.42 |
| Regular Labour | Regular Labour | 1.35 |

No useful purpose would be served by the recitation herein of the details of the arguments advanced by the parties and, therefore, we refrain from so doing. The Board confines itself to comments respecting the positions taken by the parties respectively. Very little material could be considered as having evidentiary value was submitted by either of them.

The Union contended that the wage rates were low by comparison with those prevailing in the community. The Union asserted that the Company was under an obligation to restore the rates to a position of equality with the oil industry which had once been enjoyed. The comparisons made by the Union were confined to the rates prevailing for Labourers. The rates submitted by the Union for Labourers employed in the oil and chemical industry in Sarnia were $1.44 and $1.50 per hour as apposed to the rate prevailing in the Polymer Corporation Limited of $1.35 per hour. During the proceedings, in the presence of the Employer, it was disclosed by the Union that it was prepared to accept a settlement which was substantially less than its 15 per cent request.

The Employer took the position, that the present wage structure was adequate and proper and that the wage rates compared favourably with rates existing for similar work in the area, as well as throughout Ontario and the Nation. In addition to data respecting weekly earnings throughout the Province and the Nation, the Employer submitted information concerning the minimum and maximum rates paid by eight Employers in Sarnia. One of the eight Employers pays a wage rate for Labourer of $1.34 per hour, the others range from $1.40 to $1.52. The maximum rate paid ranges from $1.77 to $2.26. No data was submitted respecting the comparability of the occupational classifications Operator and Group Leader with the senior jobs for which the maximum rate is paid by the other Employers. In the presence of the Board and the Representatives of the Union, the Employer indicated a willingness to grant a modest wage increase but was not prepared to make a concrete offer.

As a result of the private discussions which the members of the Board had with the Representatives of the parties, we were aware of the wage adjustments which each of them respectively was prepared to accept,

On September 20, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between Local 14, United Gas, Coke and Chemical Workers of America, and Polymer Corporation Limited, Sarnia, Ont., affecting 1,500 employees.

The Board was under the Chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. The nominee of the Corporation was George C. Richardes, Windsor, Ont., and the union nominee was A. Andras, Ottawa, Ont.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Andras. The minority report was submitted by Mr. Richardes.

The texts of the majority and minority reports are reproduced below.

although neither of them was prepared to make the other a firm offer. We are of the opinion that the parties can, by resuming negotiations, resolve the wages issue. Our recommendation is not in the nature of a finding but rather it is a suggestion based upon our knowledge of the wage rates prevailing for comparable work in the community, our assessment of the representations made and our appraisal of the circumstances present in this case. While it is incumbent upon the Employer to pay wage rates which compare favourably with those prevailing for comparable work in the community it does not necessarily follow that the Employer is under an obligation to match the highest rate for any particular occupational classification. Neither of the parties provided the Board with the type of information upon which an analysis of the comparability of the wage rates could be made. On the basis of the information submitted to us by the parties the wage rate for Labourer is low. The rate of $2.07 per hour is paid to a Group Leader in the Mechanical Group, in the oil industry in Sarnia the top rate in one company is $2.15 per hour and in another $2.26 per hour. However, we do not know whether the occupational classification is Group Leader or not. One of the major chemical companies which, like the Employer, is engaged in the re-negotiation of an agreement is reported to pay a top rate of $2.02 per hour. We do not know whether this compares with the Group Leader of Special Mechanic. Neither the Employer nor the Union wish to adjust the rates for the several occupational classifications by an equal amount. They prefer to preserve the *percentum* differential which at present exists between the nine grades. For these reasons our recommendation deals with an increase in the base rate and proportionate increases for the other occupational classifications.

During the proceedings the Board attempted to persuade the parties to contemplate an agreement for a period of two years. Prior to these preceedings the parties have been engaged in negotiations for the renewal of their agreement for one year from its expiry date. If such an agreement is entered into they will be back at the bargaining table six months hence. The Union was prepared to enter into an agreement for a period of two years, but the Employer declined. We respectfully suggest to the parties that they give serious consideration to the execution of an agreement which will remain in effect for a term in excess of one year. In any event, we are of the opinion that the agreement should continue in effect for not less than one year from the date of its execution rather than for one year from 20th April 1954.

In the light of the foregoing, solely in the interest of effecting a settlement between the parties, we respectfully recommend the following:—

1. That the parties enter forthwith into a Collective Agreement for a period of at least one year from the date of its execution. This agreement will constitute a renewal of the former Collective Agreement save and except the revisions made necessary by virtue of the acceptance by the Employer of the revisions proposed by the Union concerning Sections 205, 303, 803, 807 and 809 respectively.

2. That effective 20th June 1954, the wage rate for Regular Labour be increased by five cents per hour and that the wage rates for each of the other occupational classifications covered by the agreement be increased proportionately.

All of which is respectfully submitted.

*(Sgd.)* Eric G. Taylor,
*Chairman.*

*(Sgd.)* A. Andras,
*Nominee of the Union.*

Dated at Toronto, Ontario, this 18th day of August 1954.

## Minority Report

As must be the case in any hearing of this nature, many of the representations made by each party were in the form of statements rather than formal evidence. It is, therefore, not unexpected that I find myself differing with respect to one finding made by the Chairman in his report. This report states that the parties agreed that the only revisions to be made to the collective agreement were those made necessary "by virtue of the employer's acceptance of the Union's request in respect to Sections 205, 303, 803, 807 and 809 thereof". It is my finding, with respect to Section 809 of the agreement, that the Company stated its position to be that if the Union withdrew its request for an amendment to this section by the addition of a further holiday, the Company would withdraw the amendment which it had proposed to Section 1001 of the agreement. When the Union declined this proposal, the Company stated that, therefore, its proposed amendment to Section 1001 must remain and be considered as still being an issue between the parties.

In light of the information presented to the Board, I have come to the conclusion that no increase in wages at this time is justified. However, the Company has indicated during the contract negotiations

and before the Board that it is prepared to give consideration to a proposal for a moderate increase in the wage schedule. What would constitute a "moderate increase" is impossible for me to determine precisely but it appears to me that, under present conditions, it should be less than the amount recommended by the Chairman. I therefore join with the Chairman in recommending that the parties resume negotiations and endeavour to agree on a schedule below, however, that recommended by the Chairman in his report.

All of which is respectfully submitted.

*(Sgd.)* G. C. Richardes,
*Member.*

Dated this 2nd day of September 1954.

# Report of Board in Dispute between

## Essex Terminal Railway Company
## *and*
## Brotherhood of Railroad Trainmen

To the Hon. Milton F. Gregg
Minister of Labour
Government of Canada

Hon. Sir:

Pursuant to the Industrial Relations and Disputes Investigation Act, the Minister of Labour for the Dominion of Canada appointed a Board of Conciliation consisting of His Honour, Judge Eric William Cross as Chairman, together with Mr. Walter L. McGregor as nominee of the Employer and Mr. Earl R. Watson as nominee of the Employees.

The Board held a formal sitting in the City of Windsor on Friday, August 27, at which the Company was represented by Mr. D. MacEacheran and Mr. B. Baillie, and the Union by Mr. F. H. Rankin. The Essex Terminal Railway Company, the Employer, operates a switching operation in the City of Windsor and in its previous contracts with the union, has followed the provisions of the general contract between the Canadian National Railway Company and the Canadian Pacific Railway Company as set out in the Master contract between these companies and the Brotherhood of Railroad Trainmen. In cases where variations or departures from the Master agreement are made necessary by reason of special conditions prevailing in different regions or areas of Canada, these are provided for in special agreements. In this connection, for example, the Canadian National has a separate contract providing for conditions of work in its roads and the CPR has also a separate contract after the same fashion. It being the intent between these parties as expressed in the Master Agreement that these subsidiary agreements should not be inconsistent with the Master Agreement. In the case of the Essex Terminal Railway Company, while they followed generally the terms of the Master Agreement in so far as their own subsidiary agreement was concerned, as a matter of practice the company and the union has followed the pattern set up by the Canadian Pacific Railway Company in its subsidiary agreements.

On September 22, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between the Brotherhood of Railroad Trainmen and the Essex Terminal Railway Company, Walkerville, Ont., affecting 30 employees.

The Board was under the Chairmanship of His Honour Judge E. W. Cross, who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the company was Walter L. McGregor and the union nominee was Earl R. Watson, both of Windsor, Ont.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Watson. The minority report was submitted by Mr. McGregor.

The texts of the majority and minority reports are reproduced below.

All the issues in dispute between the parties have been satisfactorily resolved except one question, which was placed before this board as to the application of Section 1 of the Master Agreement which reads as follows:

(a) The railways will establish, effective October 1, 1953, for all classes or crafts of yard service employees covered by this agreement, subject to the exceptions contained herein, a work week of forty hours, consisting of five consecutive days of eight hours each, with two days off in each seven,

except as hereinafter provided. The work weeks will be established in accordance with the railway's operational requirements. The foregoing work week rule is subject to all provisions of this agreement.

The Union claimed that under this section, the employees were entitled to a guaranteed work week for forty hours consisting of five consecutive days of eight hours each, and that where a statutory holiday fell on any of these days, it was to become part of the guaranteed work week and in effect the employees were thus paid for the statutory holiday. In its subsidiary agreement reached by the CNR with the Brotherhood of Railway Trainmen, provision was made for applying the foregoing formula. In the case, however, of the Canadian Pacific contract, no such provision was made and as a result no pay for statutory holidays is effected under its contract. Doubtless there were reasons which it is not possible for this board to determine, why in the case of the major railway operators, different results were arrived at in their separate agreements.

The company in this case, however, took the position that having followed the CPR pattern in previous agreements that they should continue to do so and they should not, being a relatively small company, be asked by the union to follow the best in both contracts. Doubtless from their point of view, it afforded a simpler method of arriving at their subsidiary contract by taking this position. It is also a simpler matter from the union's point of view as well to know that the CPR patterns were to be followed in their contract with the Essex Terminal Railway Company.

It is clear, however, that the general machinery of contractual relations used in arriving at agreements between the various locals of the Brotherhood of Railway Trainmen was for a master agreement to be reached by the two major railways and where variations and modifications not covered by the master agreement were sought, that these should be negotiated in local or separate agreements. The Board was advised that the reason for this method is that it would not be possible in a master agreement to write the great variety of clauses that would be necessary to cover the varying conditions in the different operational areas of the railroad industry in Canada. The Essex Terminal Railway, therefore, was obliged to negotiate a contract with the Brotherhood of Railway Trainmen which would meet the special operating conditions in Windsor, and while it is true it may have been advantageous in the past to the parties to follow the CPR pattern, that pattern may, in some cases, not be applicable or satisfactory to either party.

The union argued that special local conditions prevailed in the Windsor area inasmuch as in industry generally, the forty hours a week with paid statutory holidays varying from six to eight in number was almost universally recognized and the Essex Terminal should in its contract with them conform to general conditions in their own area.

The Board has come to the conclusion that there is much force in this argument and that the Essex Terminal, in negotiations with the union on this specific issue, cannot ignore the prevailing conditions in industry in the area. For some reason, the Canadian National Railway has recognized, in its separate agreement, that statutory holidays are to be covered by the guaranteed work week. It should be pointed out that the CNR, as well as this Company, can so schedule their operations that in some cases no additional financial burden is imposed upon the company. For example, in some operations it is possible doubtless for the CNR, where a statutory holiday falls on Monday, to schedule the work from Tuesday through Saturday, thus guaranteeing five days work in that week. In the case of the Essex Railway Company, it was contended that it was not possible for them to schedule their work so as to avoid the full cost of covering statutory holidays by the guaranteed work week formula. However, inasmuch as the CNR has recognized that the guaranteed work week shall include holidays subject to schedules being otherwise arranged, and considering also that the almost universal practice in this area is for industrial workers of all kinds to receive statutory holidays, this company in this contract should agree with the union on some formula by which the special conditions prevailing in this area are recognized.

It is the Board's recommendation that four statutory holidays, namely Good Friday, Dominion Day, Labour Day and Thanksgiving Day, should be recognized by the company, and that the parties should agree that where these days fall within the guaranteed work week of five consecutive days, the company shall be obligated to pay for them, reserving the company's rights to reschedule the work week, so the holiday does not fall within the period of five consecutive work days.

The matter of retroactivity has given me, as Chairman, some concern and I have come to the conclusion that in view of the report of Mr. Ainsborough, the Conciliation Officer, dated June 2, 1954, which was

rejected by the company that foregoing recommendation should be made retroactive to that date. In effect it would therefore mean that the above recommendation as to retroactivity would apply to the statutory holidays of Dominion Day, Labour Day in 1954 but not to Thanksgiving Day in 1953 or Good Friday in 1954. My colleague, Mr. Watson, dissents from this view and believes the recommendation as to retroactivity should be made applicable to all four holidays.

I should add that I am also in accord with Mr. Ainsborough's recommendation as contained in paragraph 1 of his report of June 2, namely that in future negotiations, the CPR pattern will be adopted by the parties on points of a national character. I should also report that Mr. Walter L. McGregor, the nominee of the company on the Board, dissents from the foregoing recommendations.

All of which is respectfully submitted.

Dated at Woodstock, Ontario, this 15th day of September, A.D. 1954.

*(Sgd.)* Eric W. Cross,
*Chairman.*

*(Sgd.)* E. R. Watson,
*Member.*

## Minority Report

Having heard the matter in dispute in this case fully discussed by management and Union representatives, and having read the report of the Board, I regret that I am unable to agree with the recommendations contained therein for the following reasons.

The Company takes the position that it has been its practice and the practice of the Union in negotiating previous contracts to follow the pattern set by the CPR and that there is no reason to deviate at this time from the new contract which was signed by the CPR and the Brotherhood of Railroad Trainmen on February 4, 1954. The Union, as I understand its position, does not deny that the CPR contract has in the past been followed, although they suggest that this is not a completely accurate statement since there were some minor differences in the past. They did not, however, point out any specific instance where an important CNR contract provision has been substituted in a contract with the Essex Terminal Railway for one contained in the CPR contract, and the inference seems to me to be clear that both parties have in the past looked to the CPR contract when negotiating alterations to the Agreement between the Essex Terminal Railway and this local of the Brotherhood. Under these circumstances, I am of the opinion that unless the Union can establish that the Company is withholding benefits which are generally given to similarly classified employees by both major employers in the industry, or unless the Union can establish that there is some difference between the operations of the Essex Terminal Railway as compared with the CPR which makes the exclusion of paid statutory holidays particularly onerous to the Essex Terminal Railway employees, then the Company is justified in following the CPR contract as it has done in the past.

Now that the CNR, in its contract with the Brotherhood signed on the 2nd of September 1953, has excluded the exception relating to statutory holidays, the Union quite naturally hoping to obtain a further economic advantage for their members, have insisted that the Company follow its example rather than that of the CPR. If this was agreed to by the Company, the pattern of following the CPR contract would be gone once and for all, and I feel sure the eventual result would be that the Union, by selecting the best portions of both the CNR and CPR contracts, would achieve the enviable position of having the best paid yardmen and switchmen in the industry, who would be earning more than similarly classified employees of either of the two major railroads, despite the fact that the employer in this case is engaged in a small specialized operation which does not have the many and varied sources of revenue enjoyed by the major roads.

In this connection, the Company submits the argument that it is in a somewhat peculiar position since its sole function is to service local industry, which is often shut down or operating at a minimum capacity on most of the statutory holidays and therefore, generally speaking, having no passenger traffic, no work is available on those days. The CNR and CPR on the other hand with considerable passenger traffic and an excess of same on statutory holidays maintain assigned crews on most if not all of those holidays, and therefore would not be in the same position of paying employees for work neither required nor performed. The union contends that its members wish to work on statutory holidays and are prepared to do so, but this is of no assistance to a Company which has no work to be performed on those days. It appears therefore that the total cost to the Company per employee which would result from acceptance of the CNR formula, would be greater in the case of the Essex Terminal Railway that it would be for either the CNR or CPR.

It should be kept in mind that the Essex Terminal Railway is a small operation as railroads go, but it is being asked to accept the same wage rates and contract provisions as a publicly owned railroad which for many years has had extreme difficulty in showing an operating profit and which in most years has operated at a substantial operating deficit. It appears to me to be more logical to look to the wage rates and contract provisions of the CPR since it is a large privately owned railroad which normally shows a modest operating profit and which is expected as in the case of the Essex Terminal Railway to provide some return for its shareholders. I am not suggesting that the acceptance of the CNR clause with respect to statutory holidays would plunge the Essex Terminal Railway into serious financial difficulties, but I am of the opinion that it would create a precedent which in future negotiations would result in this small railroad being forced to accept the most onerous provisions in each of the CNR and CPR contracts, a position that could only lead to eventual serious financial problems.

It is true that most labour agreements negotiated in local industries provide for a varying number of paid statutory holidays and this has been the case for several years. The guiding principle however, in my opinion should be a comparison of the terms of employment of the Essex Terminal Railway employees with the terms of employment of other railroad employees who operate locally and not with local manufacturing industries whose operating problems may be entirely different and whose employees may not under the terms of their contracts receive the same hourly wage rate or other benefits such as a guaranteed five-day week which are provided for in all railroad contracts. Both major railroads operating locally have signed new contracts with the bargaining agents of their employees effective in the Spring of this year and presumably serious consideration was given to the Union request for paid statutory holidays during both negotiations. It may be that the CNR pattern will be eventually adopted by the CPR but until that occurs or in other words, until this formula has been accepted by both of the major railroads, I feel that the Essex Terminal Railway is entitled to continue its practice of conforming to the CPR agreement and if this is done, it cannot be said that its wage policies are out of line with wages paid in this industry locally or elsewhere.

For these reasons I cannot agree with the recommendations set out in the report of the Board and in turn it is my recommendation that the new contract between this Company and the Brotherhood contain the same clause relating to guaranteed five-day week and statutory holidays as is set out in Rule 17 of the CPR contract which became effective on the first of April 1954.

*(Sgd.)* W. L. McGregor,
*Member.*

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## Skilled Craftsmen in U.S. Increase by 50 Per Cent in 10 Years

The number of men employed as skilled craftsmen in the United States increased by 50 per cent between 1940 and 1950, according to the United States decennial census.

This increase was greater than that for employment of men in any of the other ten major occupation groups. Men employed as skilled craftsmen, as a proportion of all men employed, increased from 15 per cent to 19 per cent during the 10-year period.

These trends are expected to continue, writes Ewan Clague, Commissioner of Labor Statistics, U.S. Department of Labor, in an article in the August issue of *IAPES News,* published by the International Association of Personnel in Employment Security.

The demand for skilled workers, he writes, will be sustained by the growth of the population and by the resultant increase in the amount of basic commodities, services, and machinery needed in industry, on the farm, and in the home.

The increasing complexity in machinery and the introduction of automation will also increase the demand for craftsmen such as tool and die makers, stationary engineers and mechanics, writes Mr. Clague.

Among the 16 largest skilled occupational categories, the greatest increases during the 1940-50 decade were recorded for mechanics and repairmen; and for cranesmen, hoistmen and derrickmen, together with excavating, grading and road machinery operators. Both of these categories more than doubled.

# Union Security Provisions Compared in Manufacturing and Non-Manufacturing

**Large majority of agreements in manufacturing and non-manufacturing provide some form of union security, more frequently in the former than in the latter. Information for individual industries also given**

The 910 collective agreements representing all industries that were used for an analysis of union security provisions, the results of which appeared in the August issue (pp. 1140-45), were then classified into industry groups so that the analysis could be carried further. Although the union security provisions in agreements in the two major industrial groups, manufacturing and non-manufacturing, show little deviation from those for all agreements,* considerable variation exists among the contracts of individual industries.

Table 1 shows the frequency of union membership requirements and check-off clauses for the manufacturing and non-manufacturing groups of industries. Similar information is shown in Table 5 for selected individual industries within the two major groups.

Although the large majority of collective agreements in both manufacturing and non-manufacturing provide some form of union security, the provisions occur somewhat more frequently in the contracts covering workers in the former industrial group. While membership clauses or check-off clauses individually were found in about the same proportions in the agreements of the two industry groups, the proportion of contracts containing both types of security was approximately 10 per cent greater for the agreements in manufacturing.

Turning to the individual industries listed in Table 5, a majority of the contracts covering plants manufacturing foods and beverages, textile products, and wood products contain both a union membership requirement and a dues check-off provision. For the remaining manufacturing industries listed, 30 per cent or fewer of the labour contracts examined provide both form of union security. Most of the contracts in these industries have either a membership or check-off clause. Those covering the manufacture of paper products and those covering printing and publishing firms frequently have membership requirement provisions but seldom have a check-off. On the other hand, contracts in iron and steel products, transportation equipment, and electrical apparatus most often have a check-off without a union membership requirement.

*In the earlier survey, it was found that nine out of every ten agreements had provisions for union security: 21 per cent had clauses concerning compulsory union membership, 37 per cent made provision for the check-off of union dues and 31 per cent had both union membership and check-off provisions.

**TABLE 1—FREQUENCY OF UNION MEMBERSHIP AND CHECK-OFF PROVISIONS**

(910 Manufacturing and Non-Manufacturing Agreements, May 1954)

| Clause | Agreements | | | | Workers Covered | | | |
|---|---|---|---|---|---|---|---|---|
| | Manufacturing | | Non-Manufacturing | | Manufacturing | | Non-Manufacturing | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Membership Clause Only | 102 | 20 | 89 | 23 | 38,200 | 11 | 52,000 | 12 |
| Check-Off Clause Only | 195 | 38 | 140 | 35 | 163,300 | 46 | 210,200 | 48 |
| Both Membership and Check-Off Clause | 184 | 36 | 100 | 25 | 138,700 | 39 | 125,300 | 29 |
| No Membership Or Check-Off Clause | 32 | 6 | 68 | 17 | 12,700 | 4 | 45,900 | 11 |
| Totals | 513 | 100 | 397 | 100 | 352,900 | 100 | 433,400 | 100 |

Among the non-manufacturing industries, substantial proportions of the agreements in mining and transportation provide for the check-off of union dues. Membership clauses occur less frequently. Union membership clauses predominate in contracts applicable to construction workers but the check-off is infrequent.

## Types of Union Membership Provision

Some form of the union shop† is the most common type of membership provision in the labour-management contracts examined for both main industrial groups, 30 per cent of the agreements in manufacturing and 22 per cent of those in non-manufacturing. The closed shop occurred in 11 per cent of the agreements applicable in the manufacturing industries and in 14 per cent of the remainder.

†For definitions of the various types of union security see L.G., Aug., pp. 1140-45.

Unlike the union shop, however, which was found to some extent among the contracts of most of the individual industries, the closed shop was found mainly in the contracts for four industries. The agreements covering printing and publishing, clothing production and shipbuilding together account for 52 of the 56 closed shops in the manufacturing agreements. Contracts in construction account for 40 of the 56 closed shops in the agreements applying to other industries.

Maintenance of membership is the only form of union membership clause in a substantial number of labour agreements in the manufacturing industries. Almost one-third of the clauses of this type occurred in agreements effective in the food products industry.

## Check-Off Clauses

Close to three-quarters of the agreements in manufacturing and 60 per cent of those in non-manufacturing provide for the check-off method of collecting union dues (Table 3).

**TABLE 2—FREQUENCY OF UNION MEMBERSHIP PROVISIONS BY TYPE OF PROVISION**

(910 Manufacturing and Non-Manufacturing Agreements, May 1954)

| Clause | Agreements | | | | Workers Covered | | | |
|---|---|---|---|---|---|---|---|---|
| | Manufacturing | | Non-Manufacturing | | Manufacturing | | Non-Manufacturing | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Closed Shop | 56 | 11 | 56 | 14 | 29,700 | 8 | 31,200 | 7 |
| Union Shop | 70 | 13 | 45 | 11 | 24,000 | 7 | 51,700 | 12 |
| Modified Union Shop | 86 | 17 | 45 | 11 | 48,800 | 14 | 39,100 | 9 |
| Maintenance of Membership Only | 61 | 12 | 15 | 4 | 66,300 | 19 | 26,500 | 6 |
| Option of Joining Union or Paying Dues | 3 | 1 | 15 | 4 | 600 | — | 20,700 | 5 |
| Preferential Hiring Only | 10 | 2 | 13 | 3 | 7,500 | 2 | 8,100 | 2 |
| No Union Membership Provision | 227 | 44 | 208 | 53 | 176,000 | 50 | 256,100 | 59 |
| Totals | 513 | 100 | 397 | 100 | 352,900 | 100 | 433,400 | 100 |

**TABLE 3—FREQUENCY OF CHECK-OFF PROVISIONS BY TYPE OF PROVISION**

(910 Manufacturing and Non-Manufacturing Agreements, May 1954)

| Type of Provision | Agreements | | | | Workers Covered | | | |
|---|---|---|---|---|---|---|---|---|
| | Manufacturing | | Non-Manufacturing | | Manufacturing | | Non-Manufacturing | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| No Check-Off | 134 | 26 | 157 | 40 | 51,100 | 15 | 97,700 | 23 |
| Voluntary Revocable | 57 | 11 | 49 | 12 | 48,700 | 14 | 66,000 | 15 |
| Voluntary Irrevocable | 96 | 18 | 26 | 7 | 70,000 | 19 | 21,900 | 5 |
| Voluntary and Revocation Not Provided | 55 | 11 | 37 | 9 | 31,700 | 9 | 51,000 | 12 |
| Compulsory For Union Members | 11 | 2 | 8 | 2 | 4,600 | 1 | 10,000 | 2 |
| Compulsory For All Employees in the Bargaining Unit | 121 | 24 | 120 | 30 | 94,500 | 27 | 186,800 | 43 |
| Compulsory for Some Categories of Employees and Voluntary for Others | 39 | 8 | — | — | 52,300 | 15 | — | — |
| Totals | 513 | 100 | 397 | 100 | 352,900 | 100 | 433,400 | 100 |

## TABLE 4—UNION MEMBERSHIP AND CHECK-OFF PROVISIONS

(910 Manufacturing and Non-Manufacturing Agreements, May 1954)

| Type of Union Membership Provision | No Check-Off | | Voluntary Check-Off | | Compulsory Check-Off | | Compulsory for Some Categories of Employees, Voluntary for Others | | Totals | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered |
| *Manufacturing* | | | | | | | | | | |
| Closed Shop | 36 | 13,200 | 6 | 7,400 | 14 | 9,100 | — | — | 56 | 29,700 |
| Union Shop | 25 | 6,600 | 28 | 11,200 | 17 | 6,200 | — | — | 70 | 24,000 |
| Modified Union Shop | 32 | 16,300 | 34 | 17,500 | 9 | 7,500 | 11 | 7,500 | 86 | 48,800 |
| Maintenance of Membership Only | 3 | 400 | 25 | 33,400 | 23 | 21,100 | 10 | 11,400 | 61 | 66,300 |
| Option of Joining Union or Paying Dues | — | — | 2 | 200 | 1 | 400 | — | — | 3 | 600 |
| Preferential Hiring Only | 6 | 1,900 | 2 | 5,200 | 1 | 200 | 1 | 200 | 10 | 7,500 |
| No Membership Provision | 32 | 12,700 | 111 | 75,500 | 56 | 50,000 | 28 | 37,800 | 227 | 176,000 |
| Totals | 134 | 51,100 | 208 | 150,400 | 121 | 94,500 | 50 | 56,900 | 513 | 352,900 |
| *Non-Manufacturing* | | | | | | | | | | |
| Closed Shop | 49 | 28,200 | 2 | 2,000 | 5 | 1,000 | — | — | 56 | 31,200 |
| Union Shop | 12 | 6,300 | 18 | 26,400 | 15 | 19,000 | — | — | 45 | 51,700 |
| Modified Union Shop | 8 | 2,900 | 27 | 30,300 | 7 | 4,300 | 3 | 1,600 | 45 | 39,100 |
| Maintenance of Membership Only | 4 | 800 | 6 | 17,600 | 3 | 400 | 2 | 7,700 | 15 | 26,500 |
| Option of Joining Union or Paying Dues | 9 | 8,500 | 3 | 1,700 | 3 | 10,500 | — | — | 15 | 20,700 |
| Preferential Hiring Only | 7 | 5,100 | 5 | 2,900 | 1 | 100 | — | — | 13 | 8,100 |
| No Union Membership | 68 | 45,900 | 51 | 58,000 | 86 | 151,500 | 3 | 700 | 208 | 256,100 |
| Totals | 157 | 97,700 | 112 | 138,900 | 120 | 186,800 | 8 | 10,000 | 397 | 433,400 |

The voluntary check-off was the most frequently found type among the agreements for manufacturing industries. However, comparison with a study of union security in collective agreements in the manufacturing industries in 1951 (L.G., 1951, pp. 1359-61) indicates a substantial increase in the incidence of the check-off compulsory upon all employees in the bargaining unit. In the 1951 study this type of clause was provided for in only 8 per cent of the agreements in the sample. In the present study, it was found in 24 per cent of the 513 agreements analysed.

The voluntary and compulsory types appear to an almost equal extent, 28 and 30 per cent respectively, in the contracts representing the non-manufacturing industries.

Although check-off clauses were found among the agreements for all industries included in Table 5, they tend to be less common where a substantial degree of union security exists in the form of a union membership provision.

## Union Membership and Check-Off

The relationship between union membership clauses and various forms of the check-off is shown in Table 4 for each major industry group. More than one-third of the collective agreements from manufacturing and one-quarter from non-manufacturing have both a check-off and a union membership provision.

Of the 56 closed shop agreements in the sample covering manufacturing, 20 have a check-off; and of the 56 closed shops in the non-manufacturing agreements only seven provide for a dues deduction system. Among agreements in both manufacturing and non-manufacturing having membership clauses other than the closed shop, about seven out of every ten also provide for a check-off. Where there are no union membership requirements about 86 per cent of the contracts in manufacturing and 67 per cent in non-manufacturing have provisions for checking-off union dues.

**TABLE 5—FREQUENCY OF UNION MEMBERSHIP AND CHECK-OFF PROVISIONS, BY INDUSTRY**

(910 Manufacturing and Non-Manufacturing Agreements, May, 1954)

| Industry | Agreements Analysed | Agreements Having a Union Membership Requirement | Agreements Having a Check-off | Percent of Agreements Providing For | | | |
|---|---|---|---|---|---|---|---|
| | | | | Union Membership and Check-off | Union Membership Only | Check-off Only | No Union Security Provision |
| | No. | % | % | | | | |
| MANUFACTURING | | | | | | | |
| Food and Beverages | 60 | 67 | 85 | 57 | 10 | 28 | 5 |
| Textile Products (Including Clothing) | 67 | 72 | 94 | 66 | 6 | 28 | — |
| Wood Products | 28 | 78 | 82 | 64 | 14 | 18 | 4 |
| Paper Products | 47 | 91 | 28 | 21 | 70 | 7 | 2 |
| Printing, Publishing and Allied Industries | 29 | 90 | 24 | 21 | 69 | 3 | 7 |
| Iron and Steel Products | 93 | 39 | 82 | 31 | 8 | 51 | 10 |
| Transportation Equipment | 72 | 48 | 72 | 26 | 22 | 46 | 6 |
| Electrical Apparatus and Supplies | 27 | 26 | 81 | 22 | 4 | 59 | 15 |
| Miscellaneous Manufacturing Industries | 90 | 35 | 83 | 26 | 9 | 57 | 8 |
| | 513 | | | | | | |
| NON-MANUFACTURING | | | | | | | |
| Mining | 36 | 28 | 75 | 22 | 6 | 53 | 19 |
| Construction | 61 | 87 | 9 | 7 | 80 | 2 | 11 |
| Transportation | 145 | 33 | 68 | 20 | 13 | 48 | 19 |
| Miscellaneous Non-Manufacturing Industries | 155 | 50 | 70 | 38 | 12 | 32 | 18 |
| | 397 | | | | | | |

# Collective Agreement Act, Quebec

During September, a number of wage increases, revised provisions governing paid holidays, new minimum wage scales and the addition of new classifications to existing wage scales were made obligatory by Orders in Council under the Collective Agreement Act, Quebec.

In the ornamental iron and bronze industry, wage rates in the Trois-Rivières district were increased from 8 to 10 cents per hour with a further increase in one zone of 5 cents from October 15. Montreal and district rates were unchanged.

Minimum hourly rates for longshoremen and checkers (ocean navigation) at Quebec were increased by 7 and 10 cents per hour, respectively, for day work, and double time will now be paid for work on Good Friday, in addition to the holidays already specified.

In the fine glove industry throughout the province piece rates are now raised to 25 per cent above the 1948 level. In the work glove industry piece rates are increased by 30 per cent above the 1948 level. In addition, 5 paid holidays are now provided for in the fine glove industry, and in the work glove industry paid holidays are increased from 3 to 5.

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## *Montreal Printing Trades Enrol 115 Apprentices*

From April 1, 1953, to March 31, 1954, 115 new apprentices were admitted to the printing trades in the city of Montreal. This was the lowest registration in the past five years. The drop in registration was felt particularly among new apprentice pressmen.

These figures are contained in the report submitted by Ernest Guenette, Secretary-Manager of the Printing Trades Apprenticeship Commission.

The 115 new apprentices were classified as follows: 57 typesetters, 40 pressmen and 18 bookbinders; 95 were French-speaking and 20 English-speaking.

In addition, there were 151 separations and departures due to promotions, to unemployment, to the apprentice's giving up his career or to his being hired in an establishment which does not come within the jurisdiction of the Commission. This was also the lowest figure in the last five years.

The report points out that 95 per cent of the apprentices who left their trade were French-speaking.

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## *741 Conciliation Cases In Quebec Last Year*

According to the annual report of the Conciliation and Arbitration Service of the province of Quebec, there were 741 cases of conciliation, 186 of arbitration and 22 strikes in the province during the fiscal year 1953-54.

The 22 strikes involved 8,600 workers.

The 741 cases of conciliation, in which 6,733 employers and 188,498 wage-earners were concerned, entailed 6,891 sittings, while the 186 arbitration cases, affecting 913 employers and 117,300 workers, required 1,599 sittings.

The report notes that 1,365 labour agreements, affecting 213,000 workers, were in force at the end of the fiscal year, as well as approximately 100 decrees governing some 222,000 other wage-earners.

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## *Social Service Bureau Set Up at Quebec Plant*

Workers at the Shawinigan Falls plant of the Aluminium Company of Canada who have problems in social relations, family or education may now seek the advice of two social worker-priests who visit the factory each week.

The social clinic is sponsored jointly by the Shawinigan Falls Social Service Centre and the Psycho-Social Institute of Three Rivers. It was established at the request of the Company's management.

The social service bureau at the plant is manned by Mgr. Charles Edouard Bourgeois, PD, well-known social worker, and the Rev. Raynald Rivard, a psychologist.

The service is free of charge to the plant employees and is strictly confidential. Only problems outside the field of labour are dealt with; the service has no intention of taking the place of the unions in settling problems connected with labour-management relations.

# Labour Legislation in New Brunswick in 1954

**New Act makes 24-hour weekly rest period a minimum requirement. One week's annual paid vacation to be mandatory in construction, mining**

The New Brunswick Legislature, in session from February 18 to April 14, enacted two major labour laws, the Weekly Rest Period Act, which requires employees to be given at least one day's rest in seven, and the Vacation Pay Act, under which, effective June 30, 1955, employees in the mining and construction industries will be entitled to a week's vacation with pay after a year's service and the vacation stamp system will be adopted for employees who do not work a full year for one employer.

An amendment to the Stationary Engineers Act provides for inspection of low-pressure boilers and stipulates that a licensed operator is required for those over 50 h.p.

Under a new Act for the control of private trade schools, trades may not be taught or correspondence courses offered unless the school is registered with the Department of Education.

## Weekly Rest

The Weekly Rest Period Act, proclaimed in effect August 1, requires that employees be given a 24-hour rest period, to be taken if possible on Sunday.

The requirement does not apply in respect to farm employees, persons who are, in the opinion of the Minister of Labour, required to cope with an emergency, or part-time workers not usually employed more than five hours a day. Further, the Lieutenant-Governor in Council may designate certain groups of employees and certain employers as being outside the scope of the Act.

With the approval of the Minister an arrangement may be made for rest periods to be accumulated and taken later, either part at a time or all together. It is stipulated, however, that nothing in the Act authorizes any work to be done on Sunday which is now prohibited by law.

For the purpose of ascertaining whether the Act is being obeyed, inspectors authorized by the Minister may enter at any hour any place where an employee works. An employer who violates the Act is guilty of an offence and is liable on summary conviction to a maximum fine of $100, and in default of payment, to imprisonment for not more than 30 days.

New Brunswick is the eighth province to pass an Act providing for a weekly rest period. The provisions in the other seven provinces, however, are not all general in their application.

## Annual Vacation

The Vacation Pay Act, which will come into force June 30, 1955, covers the mining and construction industries.

The Minister of Labour, in introducing the Bill to the New Brunswick Legislature in March, gave two reasons why the coverage was limited to these two industries. He said that surveys had indicated that holidays with pay were quite generally effective without legislation where there was year-round employment. On the other hand, in the construction industry, where many employees worked for different employers during the year, it was impossible for employers to give holidays without some legislative arrangement. The same applied to some extent to mining operations in the province. Secondly, since the vacations stamp system would require complicated administrative procedures, the aim was to start with mining and construction and extend the Act to other industries, if necessary, at a later date.

The Act will also apply to such employment related to construction and mining as is designated by the Lieutenant-Governor in Council as being within the scope of the Act. It does not apply to any employee who is employed in a temporary capacity where the total cost of labour and material supplied is less than $100.

It provides that any employee who works 225 days or shifts in a year for an employer shall be given, not later than four months after the year ends, an unbroken vacation

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

of at least one week. The employee is to be notified of the date of the vacation not less than a week in advance. The employer is required to pay the employee vacation pay of at least two per cent of his year's earnings at least one day before the beginning of the vacation. "Earnings" are defined as the pay received by an employee for all work done by him.

If an employee leaves his employment before the end of the year but has worked 225 or more working days or shifts he is to receive an amount equal to two per cent of his earnings as vacation pay.

In case the employee works less than 225 days for an employer, the latter must contribute in vacation stamps an amount equal to two per cent of the employee's earnings during the time of employment. The employer is responsible for obtaining from the Department of Labour a stamp book for each employee and for the safe keeping of the stamp book. He may deduct the cost of the stamp book from the employee's wages. The stamps are to be purchased from the Department of Labour and are to be affixed in the stamp book not later than four months after the year ends or on termination of employment.

After June 30 of each year the employee may present his current vacation stamp book to a chartered bank and be entitled to receive cash equivalent to the full value of the stamps affixed to his book. In this way each of the employers for whom he has worked during the year has contributed to his vacation pay in proportion to the length of time he spent in his employ.

There is provision in the Act that the Minister of Labour with approval of the Lieutenant-Governor in Council may make reciprocal arrangements with other provinces for the honouring of vacation stamps outside of New Brunswick.

The Act also contains requirements as to the keeping of records. In respect to stamp books, an employer is to record the serial number of each employee's book, the date of issue and the name and address of each employee who has a book. In general he is required to keep records showing that the Act is complied with, and to produce for inspection all records relating to an employee's wages and vacation.

If the employee requests it, an employer is required to give him a statement of his earnings for any specified period, showing the basic wage, any bonus or living allowance, and the nature of any deductions.

The provisions for an annual vacation established by any other Act, agreement, contract of service, or custom, if they are as favourable to an employee as the provisions of the Act, prevail over the Act.

An employer who violates the Act is guilty of an offence and, on summary conviction, may be fined up to $500. In default of payment, a penalty from 10 to 90 days' imprisonment is provided. The Act further requires that the magistrate before whom the employer is convicted "shall order" the employer to pay the employee the money due him.

Annual vacations with pay are provided for by law in six other provinces. In Quebec, Ontario and British Columbia the required annual vacation is, as under the New Brunswick Act, one week in Alberta and Manitoba it is also one week after a year's service but, after two years' service in Alberta and after three years' service in Manitoba, two weeks. In Saskatchewan it is two weeks after one year's service.

The stamp system is in use to varying extent in Alberta, Manitoba, Ontario and Quebec.

## Stationary Engineers

Amendments to the Stationary Engineers Act bring low-pressure boilers under the Act, provide for a Fourth Class Engineer's Certificate and lay down stricter inspection requirements respecting all boilers and pressure vessels under the Act. The amendments were proclaimed in force September 15.

The changes resulted from a number of accidents over the past few years which caused extensive property damage, and enact into law some of the recommendations contained in a resolution submitted by the Stationary Engineers' and Firemen's Federal Union at the last conference of the New Brunswick Federation of Labour.

All hot-water boilers in the province used for heating purposes and having a capacity of more than three cubic feet or an area of more than 20 square feet of heating surface (approximately 2 h.p.), including attached piping and fittings, are now covered by the Act, except those used to heat a building occupied for residential purposes by not more than four families. All such boilers are subject to the inspection requirements of the Act and all high-pressure boilers and low-pressure boilers which are over 50 h.p. must be operated by an engineer holding the appropriate certificate. Previously low-pressure boilers, i.e., those containing steam under pressure of 15 pounds p.s.i. or less, were not under the Act.

In order to take in low-pressure boilers, boiler plants are now divided into three classes instead of two for the purpose of determining the grade of engineer's certificate required: Boiler Plant Class A, high-

pressure plants (over 15 pounds p.s.i.) of 100 h.p. or more; Boiler Plant Class B, high-pressure plants of less than 100 h.p.; and the new class (Boiler Plant Class C), low-pressure (15 pounds p.s.i. or under) of more than 50 h.p. In order to operate a low-pressure boiler of more than 50 h.p. a person must hold at least a boilerman's licence.

New provision was made for a fourth class certificate. To obtain this licence a person must have had three months' practical experience in the operation of a steam power plant or boiler plant. A person who held a Stationary Boilerman's Licence on June 1, 1954, may be granted a Fourth Class Stationary Engineer's Licence without examination.

As regards inspection, the Act requires that every boiler and pressure vessel be either insured by a boiler insurance company or be inspected annually by a government boiler inspector. In addition all boilers and pressure vessels under the Act, whether or not they are insured, must now be inspected when being installed before they are put into operation and may be required to be inspected by order of the Chief Inspector at any time.

A further amendment permits the Lieutenant-Governor in Council to make regulations regarding the construction, installation, maintenance and operation of boilers and pressure vessels.

The schedule of fees for inspections and certificates was also revised.

## Private Trade Schools

New legislation, the Trade Schools Act, requires private trade schools to be licensed by the Department of Education. Seven other provinces have similar legislation.

The Act defines a trade as the skill and knowledge requisite for or intended for use in a business, trade or calling, and specifically lists such trades as the construction trades; the building, repair and operation of aeroplanes, automobiles, steam engines, boilers, internal combustion engines and machinery of all kinds; manufacture, repair and operation of radio and electrical equipment, electronics and television; aviation; mining; lumbering; barbering, beauty culture, hair-dressing; dressmaking. millinery; accountancy, commercial and industrial art, advertising, business management, salesmanship; mechanical dentistry; laboratory attendants and technicians; pharmacy; photography; chiropody; general and specialized manufacturing, general and specialized therapeutics; journalism, story writing; home and nursery service; and personal service. Other trades may be added to the list by regulation.

A trade school means any school teaching a trade except a school that is part of the provincial school system or operated by a university or by a federal or New Brunswick government department, but does not include a private school operated by a religious organization or by a legally constituted board of management which does not operate for gain.

The Act stipulates that no person shall operate a trade school or offer a correspondence course for sale unless he is registered, and trade schools already in operation were required to make application for registration to the Minister of Education within 30 days after the Act came into force on April 14. An application for registration is to be in writing, and such information as the Minister may require in respect to the particular school must be submitted.

If the Minister is satisfied that the trade school is provided with competent instructors and sufficient equipment, and is prepared to furnish proper instruction at reasonable rates, he may issue a certificate of registration. Registrations expire each year on December 31 and must be renewed. A fee for registration and renewal may be set by regulations.

The Minister has power to authorize inspection of any trade school and a penalty is provided for any person obstructing such inspection. A registration may be revoked at any time. The Lieutenant-Governor in Council is authorized to appoint the necessary officers for carrying out the Act.

Regulations may be made under the Act by the Lieutenant-Governor in Council governing the operation of trade schools. In particular they may prescribe the security to be provided by the operator of a trade school for the performance of his contracts; standards in respect to accommodation, equipment and staff; the minimum hours of instruction which may constitute a course of instruction in any trade; and, in the case of any trade school, the examinations to be conducted for a certificate of competency from the school. Terms and conditions of enrolment may also be prescribed, the maximum and minimum fees for a course of instruction, and the terms and conditions upon which enrolment and tuition fees may be collected and retained. Misleading advertisements relative to a trade school may be prohibited. Regulations may also prescribe the amount that may be charged the public for any article produced by a trade

school, and may limit such sale so as to prevent unfair competition with goods produced in a factory or shop. The times during which the public may obtain service and the amount that may be charged for services given by an employee or student may also be set.

### Disabled Persons' Allowances

An Act was passed to enable the Government of New Brunswick to participate in the federal-provincial program of pensions for disabled persons. Under the federal Disabled Persons Act (L.G., Sept., p. 1295), when an agreement is signed with a province, the Government of Canada will pay one-half of a pension of not more than $40 a month to totally and permanently disabled residents between 18 and 65 years of age in cases of need.

### Jury Duty

The Jury Act was amended to make women eligible for jury duty. A woman is not qualified unless before the jury list is prepared she files a request with the sheriff of the county to have her name listed. Any year before the list is prepared she may have her name withdrawn by notification to the sheriff.

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# Labour Legislation in Newfoundland in 1954

**Apprenticeship and Workmen's Compensation Acts amended; new Social Assistance Act passed. Revised Election Act requires the granting of sufficient time off to allow 3 consecutive hours free while polls open**

The Newfoundland Legislature was in session from March 24 to June 22. The Apprenticeship Act was amended to require young men eligible for apprenticeship to become registered apprentices under the Act if they are employed in one of the designated trades for longer than three months. The first step was taken towards certification of qualified tradesmen already engaged in the trades by authorizing regulations to provide for examinations and the issuing of certificates of qualification.

An amendment to the Workmen's Compensation Act dealt with the method of determining compensation to a workman whose injury has resulted in a permanent partial disability.

Under the revised Election Act employers are required to grant sufficient time off to employees to allow three consecutive hours free while the polls are open.

A new Social Assistance Act, not yet proclaimed in force, incorporates the existing provisions for mothers' allowances and for assistance now given under the Dependents' Allowance Act, and makes new provision for assistance in other circumstances where help is required.

### Apprenticeship

The first group of apprentices under the jurisdiction of the Apprenticeship Act are now training in five designated trades. The amendment during the 1954 session added some compulsory features to the Act and made some changes in regard to its administration.

A person between 16 and 21 years of age who is eligible for apprenticeship training may no longer be employed in a designated trade for longer than three months in any one year unless he enters into a contract of apprenticeship or obtains a permit from the Apprenticeship Board. The Board may delegate its power to issue such permits to the Director of Apprenticeship.

The amendment also authorizes the Board to delegate certain of its other powers to the Director. By resolution of the Board, the Director may be authorized to approve apprenticeship contracts and plans of apprenticeship training, cancel contracts upon agreement of the parties or for proper cause, evaluate and grant credits for previous training, determine the nature and duration of related technical courses in any particular trade, provide for periodic tests and final examinations of apprentices and issue certificates to apprentices on satisfactory completion of training. He may also be authorized to appoint advisory committees for any trade.

At the same time it provides that the Board may review an action of the Director either on its own initiative or in response to a request from an aggrieved person. In such a case the Board may act *de novo* as if the power of duty in question had never been delegated to the Director.

New authority was given to the Board to make regulations on the recommendation of the Minister, and with the approval of the Lieutenant-Governor in Council, for

examination and certification of persons other than apprentices employed in a designated trade, and prohibiting the employment in the trade of persons who do not hold a certificate. The Board may by permit allow a person engaged in the trade when the regulations come into force to continue in employment without a certificate.

The provision of the Act under which the Lieutenant-Governor in Council could fix allowances to be paid to an apprentice while pursuing a course of technical instruction as part of his training was amended to cover also an allowance to a prospective apprentice pursuing a pre-apprenticeship course. Regulations may also be made on the recommendation of the Minister prescribing fees for examinations, certificates of qualification, permits and certificates of apprenticeship.

Another new provision authorizes the Lieutenant-Governor in Council, on the recommendation of the Board and with the approval of the Minister, to limit the application of the Act or regulations to specified areas of the province. There is a similar provision in the Nova Scotia Apprenticeship Act.

## Workmen's Compensation

In establishing the amount of compensation to be paid to workmen in cases of permanent partial disability, the Workmen's Compensation Board is now authorized to estimate the impairment of earning capacity from the nature and degree of the injury. A sum proportionate to the impairment will be paid weekly or at other intervals during the lifetime of the workman. As a guide in determining the compensation payable, the Board may compile a rating schedule of percentages of impairment for specified injuries or mutilations.

The method previously authorized in Newfoundland was to base compensation on the difference in earnings before and after the accident. The Board may still use the earlier method where it seems more equitable.

As previously, where the impairment of earning capacity does not exceed ten per cent of the workman's earning capacity, the Board will, unless it would not be to his advantage, direct the payment of a lump sum as compensation.

A further amendment to the Act exempts executive officers or directors of corporations from the coverage of the Act. The exemption is subject to the provision in the Act which states that a person excluded from coverage may be brought under it on the application of the employer.

Other amendments permit the Board to acquire property and erect buildings for its purposes and to make regulations, subject to the approval of the Lieutenant-Governor in Council, with respect to the establishment of a pension fund for the members, officers and employees of the Board. Contributions to the fund and administration costs are payable out of the accident fund.

## Elections

A new Election Act sets 21 years as the voting age for women as well as for men. The voting age for women, set at 25 years in the earlier Act, was actually lowered to 21 by the terms of union, pending action by the Newfoundland Legislature. The residence qualification, formerly residence in the province for two years preceding the day of election, is now residence in the province for 12 months preceding the date of issue of the writ of election.

A new provision states that every employee who is a qualified voter is entitled to have three consecutive hours while the polls are open for the purpose of voting. If his working hours do not permit this, his employer must allow him sufficient time off with pay to make up the three hours. The time off is to be granted at the convenience of the employer. No penalty may be imposed for the absence from work. Any employer who refuses to grant voting time or by intimidation, undue influence or in any other way interferes with the granting of it is guilty of an offence and is liable to a fine not exceeding $500 and in default of payment to imprisonment for not more than three months, or to both fine and imprisonment.

Employees of railway companies are among the employees covered by the provision for voting time except for those employees actually engaged in the running of trains, to whom time off cannot be allowed without interfering with the manning of the trains.

Advance polls may now be held to receive the votes of members of the armed forces, fishermen, sailors, persons employed in transportation and travellers likely to be absent from their usual place of residence on election day. Such polls may be held on any or all of the seven working days immediately preceding the election day.

## Mothers' Allowances

An amendment to the Mothers' Allowances Act permits allowances to be paid to needy mothers towards the support of children between the ages of 17 and 21

where such children are incapacitated or attending school or college or are in need of financial assistance for other reasons. The new provision applies also to orphans under the care of a foster mother or guardian. Previously no allowances were authorized in respect of children over 17 years of age except those reaching 17 during a school year and then only until the end of the school year.

The allowance payable in respect of an incapacitated husband will continue to be paid until the children are ineligible for allowances. The words requiring the allowance for the husband to be the same as that for a dependent child have been deleted. A higher allowance, $120 a year, was authorized in respect of an incapacitated husband by regulations under the Act as amended (see p. 1600).

### Social Assistance

The provisions of the Mothers' Allowances Act and of the Dependents' Allowances Act are included with little change in a new Social Assistance Act, not yet proclaimed in force. The Act will be administered by the Minister of Public Welfare. A Director of Social Assistance appointed under the Act will deal with applications for social assistance, subject to regulations which may be made by the Lieutenant-Governor in Council respecting the different types. Any person aggrieved by a decision of the Director may appeal to the Minister.

In addition to providing for allowances to needy mothers and to persons who through mental or physical incapacity are unable to support themselves, the Act authorizes social assistance wherever the Director feels it is necessary for the proper maintenance or rehabilitation of a person or his family. "Social assistance" as defined in the new Act means financial assistance; assistance in kind; institutional, nursing, boarding or foster home care; counselling service by welfare officers and others; assistance to meet emergencies arising out of damage sustained through fire, storm, flood or other cause; assistance towards repair and renovations to homes of destitute people; burial of needy persons; transportation of indigent, sick destitute or stranded persons; and generally any form of assistance necessary in the opinion of the Minister of Public Welfare to relieve destitution and suffering or to rehabilitate any person.

At present persons receiving assistance under the Old Age Security Act (Canada), the Blind Persons' Allowances Act, the Mothers' Allowances Act or the Old Age Assistance Act are not eligible for dependents' allowances. Social assistance, however, will be available in cases of need regardless of other security measures.

Both the Mothers' Allowances Act and the Dependents' Allowances Act are to be repealed after the new Act is proclaimed in force.

### Disabled Persons' Allowances

The Disabled Persons Act 1954 authorizes the Government of Newfoundland to enter into an agreement with the Government of Canada to provide for the payment of allowances to needy persons between the ages of 18 and 65 who are permanently and totally disabled. Under the federal-provincial scheme of allowances for the disabled, the Federal Government will pay 50 per cent of an allowance of up to $40 a month.

The Act will be administered by the Old Age Assistance Board.

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# Legal Decisions Affecting Labour

**Supreme Court of Canada holds that mechanics' lien can't be enforced against interprovincial pipeline. U.S. Supreme Court holds state court can award damages for injury caused by unfair labour practice**

The Supreme Court of Canada has upheld the ruling of the British Columbia Appeal Court that a mechanics' lien cannot be enforced against an interprovincial oil pipeline because it is not within the powers of a province to cause the breaking up of an interprovincial undertaking.

In the United States, the Supreme Court affirmed the judgment of a state court requiring a union that had engaged in the unfair labour practice of intimidating employees to pay damages for the injury caused to the employer.

## Supreme Court of Canada ...

**... holds that interprovincial oil pipeline is not subject to provincial mechanics' lien legislation**

The Supreme Court of Canada on May 19 upheld the judgment of the British Columbia Court of Appeal affirming dismissal of mechanics' lien proceedings against an interprovincial oil pipeline (L.G., Sept. 1953, p. 1337). The Court held unanimously that it was beyond the jurisdiction of a province to cause the sale of part of an interprovincial undertaking by enforcing a mechanics' lien against it. *Campbell-Bennett Ltd.* v. *Comstock Midwestern Ltd. and Trans Mountain Pipe Line Co.* [1954] 3 DLR 481.

## United States Supreme Court ...

**... affirms state court's judgment awarding damages to firm for union's unfair labour practice**

The United States Supreme Court ruled on June 7 that a Virginia court had jurisdiction to allow an action for damages brought by a construction company against a union for engaging in coercive conduct to obtain recognition from the employer. The Court held that, even though the conduct was an unfair labour practice under the Taft-Hartley Act, the National Labour Relations Board did not have exclusive jurisdiction over the matter, since Congress had not provided a substitute for the traditional procedure of collecting damages in the courts for injuries caused by tortious conduct.

Mr. Justice Burton, delivering the judgment of the Court, first gave the facts. On November 16, 1949, Laburnum Construction Corporation brought an action in the Circuit Court of Richmond, Virginia, for $500,000 damages against United Construction Workers, affiliated with District 50, United Mine Workers of America. After trial, a jury found the union liable for a total sum of $275,437.19 in compensatory and punitive damages. The Supreme Court of Appeals of Virginia dismissed the union's motions for a new trial and for dismissal of the action but struck out $146,111.10 of the compensatory damages, affirming the judgment for the remaining $129,326.09 damages.

The facts found by that Court were set out in the Supreme Court judgment. During the period from September 1947 to December 1949 the construction company had performed work for two coal-producing companies in West Virginia and Kentucky under contracts from which it derived an annual profit of $25,000. In October 1948 the two coal companies asked the construction company to build the preparation plant for a new mine in Breathitt County, Kentucky. Because of the undeveloped condition of the roads and the lack of accommodation for labourers, the president of the Laburnum Corporation was told that if he would undertake the project he would be awarded additional work required for the operation of another mine.

Work was commenced on the project on November 1, 1948. In compliance with its agreement with Richmond Building and Construction Trades Council, the construction firm procured skilled labour through the local affiliates of the AFL and with their consent employed unskilled labourers who were not members of any union. On July 14, 1949, a field representative of the United Construction Workers told the president of the Laburnum company that he was "working in United Mine Workers territory" and that the job would be closed down unless the company recognized his union in hiring employees and concluded an agreement with it. The president told him that the company could not comply with his demand because it had an agreement with the AFL to hire its members.

At noon on July 26 the representative of the United Construction Workers arrived at the job site accompanied by a rough crowd of men, some of whom carried guns and knives. Some of the employees yielded to their threats and joined the union while others refused to do so. When the president of the company arrived he found that all work on the several projects in which his men were engaged had stopped. As a result of the labour dispute in which the contractor was involved, the coal companies cancelled their construction contracts with the Laburnum Corporation.

The United States Supreme Court granted *certiorari* limited to the question of whether the National Labour Relations Board had exclusive jurisdiction over the type of conduct complained of so that the state court was precluded from hearing and determining the issues in a common-law tort action based upon that conduct.

Mr. Justice Burton stated also that the Court had invited the Government to submit a memorandum setting forth the policy of the Board in regard to the provision in Section 19(a) of the Taft-Hartley Act, that the Board may by agreement with any agency of a State or Territory cede its jurisdiction to prevent persons from engaging in any unfair labour practice affecting commerce, and the policy

of the Board in any other cases where it declined to exercise its jurisdiction. The Government's memorandum stated that it had not been found feasible to make agreements ceding jurisdiction and that under the standards currently applied by the Board it would assert jurisdiction over an enterprise similar to that of the Laburnum Corporation.

The Court accepted the view of the Board that it had jurisdiction over the matter because the contractor's activities affected interstate commerce. Mr. Justice Burton assumed also that the union's conduct constituted an unfair labour practice under the Taft-Hartley Act, which prohibits coercion of employees in the exercise of their right to choose their own bargaining agent.

The union contended that the Taft-Hartley Act occupied the field of labour relations so completely that no agency other than the National Labour Relations Board and no court could assert jurisdiction over unfair labour practices. It claimed that state courts were excluded from enjoining future unfair labour practices and from entertaining an action for the recovery of damages caused by such conduct.

Mr. Justice Burton referred to the case of *Garner* v. *Teamsters Union* [1953] 33 LRRM 2218, in which the Supreme Court held that a State had no jurisdiction to prohibit by injunction unfair labour practices against which Congress had prescribed preventive procedure in the Taft-Hartley Act. However, Congress had not provided or suggested any procedure for dealing with the consequences of tortious conduct already committed. The Taft-Hartley Act did not set up any general procedure of compensation for unfair labour practices except in such minor supplementary ways as the reinstatement of wrongfully discharged employees with back pay. Mr. Justice Burton considered that there was no ground for concluding that existing criminal penalties or liabilities for tortious conduct had been eliminated.

The Taft-Hartley Act did provide for the recovery of damages caused by secondary boycotts in state courts and in Federal District Courts. In Mr. Justice Burton's view, it was not consistent to say that Congress authorized court action for the recovery of damages in one instance and yet without express mention of it abolished all common-law rights to recover damages in other cases. Under the 1935 National Labour Relations Act there were no prohibitions of unfair labour practices on the part of labour unions and yet there was no doubt that if union agents at that time had damaged property through their tortious conduct they would have been liable to court actions for damages.

The Taft-Hartley Act had increased rather than decreased the responsibilities of unions. It sought to empower a federal regulatory body to forestall unfair labour practices affecting interstate commerce. Its expression of congressional disapproval of such practices was consistent with an increased insistence upon the liability of unions for tortious conduct and inconsistent with their immunization from liability for damages. The provision authorizing the National Labour Relations Board to prevent a person from engaging in an unfair labour practice affecting commerce through a cease and desist order contained no declaration that this procedure was to be exclusive.

Mr. Justice Burton found further support for this interpretation in the legislative history of the Taft-Hartley Act. He quoted statements from the report of the Senate committee on the Bill to show that the legislators considered that the procedure to prevent unfair labour practices on the part of unions was to supplement and not replace legal action in the state courts against illegal conduct.

If the Virginia court were denied jurisdiction in the case at bar, it would mean that where the federal prevention procedure was inadequate unions could destroy property without liability for the damage done. Similar conduct on the part of unorganized private persons would certainly come within the jurisdiction of the Virginia courts. The fact that the offenders in this case were unions, with no contractual relationship with the company or its employees, provided no reasonable basis for a different conclusion. For these reasons the Supreme Court sustained the jurisdiction of the Virginia Supreme Court of Appeals and upheld its judgment.

Mr. Justice Douglas and Mr. Justice Black dissented from the judgment of the Court. They considered that there was no alternate remedy to that provided in the Taft-Hartley Act for unfair labour practices. The Act was designed to bring labour-management disputes to a peaceful settlement. If the parties had the right to sue, the controversy was not settled by what the Board did but dragged on and on in the courts, robbing the administrative remedy of the healing effects it was intended to have. *Construction Workers* v. *Laburnum Corporation* [1954] 34 LRRM 2229.

# Recent Regulations under Provincial Legislation

**New regulations for certification of operating engineers issued in Ontario following proclamation of 1953 Act. Schedule of industrial diseases under British Columbia Workmen's Compensation Act amended**

Regulations under the new Operating Engineers Act in Ontario set out the requirements for a certificate of qualification for each class of engineer or operator, specifying the evidence as to previous training and experience that an applicant must furnish to the board of examiners.

The schedule of industrial diseases under the British Columbia Workmen's Compensation Act was amended in respect to the workplaces where tuberculosis is held to be an industrial disease and the conditions under which it is compensable.

Changes in regulations governing mothers' allowances in Newfoundland increased the amount that may be granted in respect of an incapacitated husband and the extra allowances authorized because of special needs.

The price of a vacation pay stamp book in Alberta was raised from 25 to 50 cents.

## Alberta Labour Act

By an amendment to Holidays with Pay Order 6 (1949), which provides for a stamp system of vacation pay credits in the construction industry, the Alberta Board of Industrial Relations has raised the price of a holiday-with-pay stamp book from 25 to 50 cents. An employee under the stamp system is required to buy a stamp book each year.

The amendment to Order 6 was approved by O.C. 955-54, gazetted July 31.

## British Columbia Workmen's Compensation Act

Social workers employed by the Province of British Columbia or by a municipality who contract tuberculosis in their place of employment while engaged in work of a kind usually performed by a public health unit are now eligible to receive workmen's compensation under certain conditions. Employees in the Department of Bacteriology of the University of British Columbia are also now eligible. The amendment to the schedule of industrial diseases was gazetted and became effective September 2.

Conditions of eligibility require the worker to have been free from evidence of tuberculosis when it became an industrial disease applicable to him (in this case, September 2, 1954); to have been free from it on first becoming employed or on re-employment in such work after an absence of more than one year; and to continue to be free from evidence of tuberculosis for the first six months of employment unless a negative tuberculin test showed him to be free from infection at the time of employment.

The condition specifying that a worker must be free from the disease on re-employment after an absence of more than one year is new. Other workers affected by this change are those whose place of employment is a hospital, sanatorium, clinic, or a branch of the Victorian Order of Nurses; a prison hospital unit; a public health unit of the provincial government, a municipality, the University of British Columbia or a school board; or the British Columbia Medical Research Institute.

The amendment making tenosynovitis a compensable disease when it affects the leg, ankle or foot as well as when it affects the arm, forearm or hand (L.G., June, p. 860) was re-issued by the Workmen's Compensation Board with the approval of the Lieutenant-Governor in Council and is also effective from September 2. A 1954 amendment to the Act, assented to on April 14, requires such approval of additions to or deletions from the schedule of industrial diseases.

## Newfoundland Mothers' Allowances Act

An amendment to the regulations which provide for the payment of allowances to needy mothers in Newfoundland sets a maximum annual allowance of $720, payable to a mother and eight children, rather than $780, payable to a mother and nine children, as previously. However, a new provision permits the annual allowances payable to be increased by $120 where a mother who otherwise qualifies for an allowance has an incapacitated husband. Formerly the maximum amount that could be granted in respect of an incapacitated husband was $60 a year.

The maximum annual allowance for a mother and one child remains $300 a year. This amount may be increased by $60 a year for each additional child.

An additional allowance of $30 a month, instead of $20 as before, may be granted by the Board if it is deemed necessary because of special or extra diets, educational needs or other circumstances.

Allowances will not be paid to a family in a rural community if the value of their combined real or personal property exceeds $5,000. The limit was formerly $2,500. A family in an urban community was previously ineligible for an allowance if the value of their combined real or personal property was more than $5,000. This limit has been removed and it is left to the discretion of the Minister to decide what amount is sufficient for the proper maintenance and care of the family.

The amendment was made and gazetted August 17.

## Ontario Operating Engineers Act

Regulations have been issued under the Operating Engineers Act, 1953, which was proclaimed in force July 22, 1954. The Act (L.G., Nov. 1953, p. 1643) provides for the examination and certification of operating engineers, specifies the type of plant which each class of engineer is entitled to operate, and prescribes the minimum grade of certificate required for the operation of each type of plant. It also requires the registration of plants and authorizes the inspection of any building where a plant is being installed or operated.

The regulations set forth the qualifications for the different grades of engineers and operators, for the members of boards of examiners and for inspectors, and define the duties and responsibilities of chief operating engineers, chief operators, shift engineers and shift operators in addition to those set out in the Act. The new regulations (O.Reg. 131/54, made July 22 and gazetted August 7) revoke O.Reg 239/44 and 89/45 (CRO 474).

Under the new regulations, a member of the board of examiners has to be at least 28 years of age and hold a current first class engineer's certificate or a current second class engineer's certificate and a certificate of competency as a boiler inspector under the Boilers and Pressure Vessels Act, 1951. As evidence of general education, Ontario Grade XIII standing in eight papers is required, of which two papers are to be chosen from algebra, geometry or trigonometry and statics. The Minister may accept evidence of equivalent educational qualifications. These educational qualifications are more specific than those under the previous regulations, in which the requirement was evidence of a knowledge of applied science with reference to mechanical, electrical and refrigeration engineering.

The Act provides for the appointment of inspectors to see that plants are properly registered and that qualified persons are in charge. The regulations stipulate that an inspector must be at least 24 years of age and must hold a current certificate as a first or second class engineer. As evidence of general education, he must have successfully completed a Grade XI course in Ontario or present evidence satisfactory to the Minister of equivalent educational qualifications.

Operating engineers are classified in the Act as stationary engineer (fourth, third, second or first class); hoisting engineer; hoisting engineer (electrical and internal combustion); traction engineer; hoisting and traction engineer; and operators as compressor or refrigeration operator.

The minimum age for an applicant for a fourth class operating engineer's certificate is 19 years, and for the other classes 21, 23 and 28 years respectively. Fourth, third and second class operating engineers are required to obtain a mark of not less than 60 per cent on the statutory examinations; a first class operating engineer, 70 per cent.

The period of "qualifying" experience (which must be practical operating experience on regular shifts) for a fourth class certificate is one year in a high-pressure stationary steam-plant of over 25 h.p., or in a low-pressure stationary steam-plant of over 75 h.p. If an applicant holds a Secondary School Graduation Diploma "Industrial-Electrical and Steam Operating" indicating that he has successfully completed a vocational course including practical experience in a stationary steam-plant during at least four years, he is credited with six months' qualifying experience. A certificate of competency as a third class engineer issued under the Canada Shipping Act is accepted in lieu of evidence of the entire period of required experience.

For a third class certificate an applicant must furnish evidence of at least two years of experience in a high-pressure stationary steam-plant of over 75 h.p. or a low-pressure steam-plant of over 200 h.p., and hold a fourth class certificate or a certificate from another province equivalent to a third class certificate in Ontario. As with fourth class certificates, the Industrial-Electrical and Steam Operating Secondary School Diploma counts for six months' experience. A certificate of competency as a second class engineer issued under the Canada Shipping Act or the Merchant Shipping Acts (Imperial), 1894 to 1949, is accepted in lieu of evidence of the full period of qualifying experience.

An applicant for a second class certificate who holds a current third class certificate (or the equivalent of an Ontario second class certificate from any other province)

must show that he has had at least five years' experience in a high-pressure stationary steam-plant, three years of which were in a plant of over 200 h.p. An applicant who holds a certificate of competency as a second class engineer under the Canada Shipping Act or the Merchant Shipping Acts (Imperial), 1894 to 1949, requires evidence of a shorter period of experience—two years in a high pressure stationary steam-plant of over 200 h.p. A first class engineer's certificate under the Canada Shipping Act or the Merchant Shipping Acts (Imperial), 1894 to 1949, is accepted in lieu of evidence of the entire period of qualifying experience.

An applicant for a first class certificate who received a second class certificate having already held a certificate under the Canada Shipping Act as described above must furnish evidence of at least three years' experience in a plant of over 350 h.p., one year of which was in a plant of over 600 h.p. For any other applicant who holds a second class certificate (or the equivalent of a first class Ontario certificate from any other province), evidence of at least ten years' experience in a high-pressure stationary steam-plant is required, of which at least four years were in a plant of over 350 h.p. and at least one year in a plant over 600 h.p. A degree in engineering from a Canadian university reduces the period of required experience from ten to seven years, as does also experience in designing and constructing boilers, compressors, engines and the associated equipment for a period of seven years.

For certification as hoisting engineer, hoisting engineer (electrical and internal combustion), traction engineer, and hoisting and traction engineer, the minimum age is 19 years. An applicant must pass the statutory examination obtaining a mark of not less than 60 per cent. For hoisting engineer evidence of at least 18 months of experience in a steam hoisting-plant is required. An applicant for a certificate as a hoisting engineer (electrical and internal combustion) must produce evidence of 18 months' experience in a hoisting plant, and he is also required to produce a letter from each employer who employed him in that capacity during the period certifying that he proved able to operate the equipment in a safe manner. The qualifying experience for a traction engineer's certificate is 18 months in a traction plant. An applicant for a certificate as hoisting and traction engineer must hold either a hoisting or traction certificate and present evidence of the qualifying experience required for the other.

To qualify for a certificate as compressor operator or refrigeration operator an applicant must be at least 21 years of age, obtain a mark of at least 60 per cent on his statutory examinations and have the necessary qualifying experience: 18 months in a compressor plant for a compressor operator and two years in a refrigeration plant for a refrigeration operator.

In addition to the duties set out in the Act, the regulations state that a chief operating engineer, or chief operator, is responsible for taking all possible safety precautions, maintenance of discipline among those working under him, and supervision of shift engineers in their work and duties for the safe operation of the plant. He must be on call for duty at the plant at all times except when sick or on leave. A shift engineer or shift operator is responsible, under supervision, for the safe operation of the plant and the supervision of those under him. It is his duty to maintain a close watch on the condition and repair of equipment, to report unsafe conditions to the chief operator or engineer, and to take the necessary steps to prevent immediate danger.

Forms for the registration of a plant are also prescribed in the regulations.

## 12 States Revise Workmen's Compensation Laws This Year

Of the 14 state legislatures that met this year, 12 revised their workmen's compensation laws.

Four states—Michigan, New York, Rhode Island and Virginia—raised benefit provisions for all types of disability and three others—Arizona, Colorado and Maryland—provided higher benefits for certain specific disabilities.

With the revision of the Michigan benefit schedule to a $42-a-week maximum for total and partial disability, 12 states now pay a weekly maximum of $40 or more for temporary total disability.

Rhode Island enacted a completely new workmen's compensation law that makes provision for compulsory coverage for employers of four or more persons. Under the former law, such coverage was elective.

# Decision of the Umpire under the Unemployment Insurance Act

## Complete text published because of its great general interest

### Decision CU-B 1077, September 20, 1954

The claimant, 65 years of age, filed an initial application for benefit on July 31, 1953, registered for employment as a clerk and stated that he had been employed as a stock-keeper by the Toronto Hydro Electric Commission, Toronto, Ont., from 1928 to January 30, 1953, when he was retired on a pension.

The local office of the Unemployment Insurance Commission commented that as the claimant suffers from a nervous disorder, his arms and legs making continuous movements, it was doubtful whether he could perform work of any kind.

The claimant submitted a medical certificate dated August 18, 1953, which was to the effect that he was now able to do light work that would not require him to move around very much.

The insurance officer disqualified him from receipt of benefit for an indefinite period as from July 31, 1953, on the ground that he was not capable of work within the meaning of Section 29(1)(b) of the Act.

The Special Placements Division of the local office interviewed the claimant on September 23, 1953, with a view to determining a suitable occupational classification and reported in part as follows:

> We feel he will be extremely difficult to place even in the classification we have given him (Weighmaster (Coal Yard) 1-45.02). However, this does not necessarily make him unemployable. For this decision we have always depended on professional medical advice. In this case a doctor has gone on record to the effect that this man is capable of work. There appears to be little we can do but accept his statement.

From the decision of the Insurance Officer, the claimant appealed to a court of referees, which, after hearing him and a representative of his union, the National Union of Public Service Employees, in Toronto, on October 9, 1953, unanimously dismissed the appeal on the ground that the claimant could not be considered as being capable of work "at the present time".

As evidence that the claimant was capable of light work, the National Union of Public Service Employees informed the Toronto office of the Unemployment Insurance Commission on January 19, 1954, that, subsequent to the hearing of the appeal by the court of referees on October 9, 1953, the claimant was employed by the office of that organization from October 26 to December 4, 1953, to assist the clerical staff in sorting, handling and distributing some of the data that resulted from its recent national convention; that the claimant was not required to conform to regular office hours and that by way of remuneration he received the sum of $70.

In the light of this information, the case was again submitted to a court of referees, which, at a session held in Toronto, on February 8, 1954, and attended by the claimant's wife and representatives of the union, unanimously upheld the previous court's decision.

From that decision of the court of referees, the said union, on March 19, 1954, appealed to the Umpire. In addition, it requested an oral hearing before the Umpire, which was held in Ottawa, on May 20, 1954, and attended by officials of the union, by A. Andras, Assistant Research Director of the Canadian Congress of Labour, and by N. M. Retallack of the Head Office of the Unemployment Insurance Commission.

Written representations and observations were submitted to the Umpire and, following a request made at the hearing, the claimant was examined on June 30, 1954, in the Medical Out-Patient Department of the Sunnybrook Hospital (DVA), Toronto. The medical report reads as follows:

> Mr. Slack was examined in the Medical Out-Patient Department of Sunnybrook Hospital on Wednesday, June 30, 1954. He was found to be suffering from a neurological disorder which is probably Huntington's Chorea.
>
> This disease has been progressive over the past 15 years and at the present time he is unemployable. I am unable to make any statement as to his employability one year ago. Because of the nature of this disease he will not be employable in the future.



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**Conclusions**—The question which I am asked to decide is whether the claimant has proved that he was capable of work within the meaning of Section 29(1)(b) of the Act on July 31, 1953.

The general principle to be followed in examining questions of this kind was enunciated by my predecessor in decision CU-B 267 and reads as follows:

> When the nature of the claimant's physical incapacity is such that there is no reasonable probability for him to obtain or perform any work, he must be considered as being not capable of nor available for work within the meaning of Section (now 29) (1) (b) of the Act.

It is obvious that I had this principle in mind when I stated, in CU-B 626, that the capability of a permanently disabled claimant "should be considered by the adjudicating authorities in relation to the degree of probability for him to perform or obtain some kind of work".

In the present case, the claimant, in spite of his physical disability, which is certified to have been "progressive over the past 15 years", could follow insurable employment until he was retired on a pension on reaching the age of 65 years. Thus, he apparently lost his employment for a reason other than his disability, and the fact that he remained outside of the labour market for a period of six months cannot very well be held against him, as nothing indicates that he did so because of his disability and there is no evidence that his capability for work had materially altered for the worse between the date of his separation and the date of his claim.

The medical certificate which was submitted by the claimant and shows that he was capable of light work on August 18, 1953, cannot fairly be said to suggest that he was incapable of work before that date, as it does not explicitly refer to the past and there is no indication that the physician had examined him previously. In any event, a medical certificate, although very useful in reaching a conclusion on the merit of a case, can never be used as an easy substitute for adjudication. It is not within the jurisdiction of a physician to decide whether an insured person is capable or not under the Act; the facts and opinions which he supplies usually cover but one aspect of a complex problem and, like any fact or opinion, must be examined by the adjudicating authorities in relation to the other facts and in the light of the recognized principles.

In my opinion, therefore, the claimant has proved that on July 31, 1953, it was reasonably probable that he could perform some work. Has he, or is it, shown, however, that he could perform work of such kind as is ordinarily done under contracts of service, that he could do it under the conditions that ordinarily accompany such work and, finally, that there was a reasonable probability of his obtaining it?

In examining this part of the question, one must not lose sight of the Commission's employment policy under which, without restricting the generality of the service to be provided to employees of whatever occupation and without prejudice to the employment rights of other persons, particular and specialized attention is given to the placement of employable applicants who suffer from physical handicaps.

The best evidence that the claimant could, on July 31, 1953, perform work of some kind as is ordinarily done under contracts of service is that, from October 26 to December 4, 1953, he could assist a clerical staff in sorting, handling, distributing and delivering papers, all operations which are ordinarily done for hire by clerks. Real difficulties arise, however, when it comes to determining whether such operations could be performed by him under the conditions that ordinarily accompany this kind of work.

In decision CU-B 408, my predecessor held that a claimant who had been working under a physical handicap for several years was capable, on the strength of a report that there was work "commensurate with the claimant's ability". If I take this to mean, as seems reasonable, that the emphasis was placed on the probability or expectancy of being hired by the employers of a given area, it is also reasonable to infer, namely, from the quoted remark, that the physically or mentally disabled need not be in a position to compete with the able as to the conditions that ordinarily accompany the performance of a certain work. It would, therefore, in my opinion, be sufficient that a claimant's powers of labour be a merchantable article in any of the well-known lines of the labour market. As the claimant in this case received about $12 a week for his services as a part-time clerk, I consider that his powers of labour as a clerk had a merchantable value and that he can, therefore, be deemed to have been able to perform clerical work under ordinary conditions.

To refute this, it was submitted that the evidence all points to the claimant being one of those whose powers of work were so reduced that "no one could be expected to hire him except for motives of charity", and that "the employment of this claimant by his union for a period of six weeks at

a remuneration of less than $12 per week was a sympathetic gesture on the part of the union". No attempt was made, however, to draw a line of demarcation between "charity" and "sympathy".

We are all—including the Commission in its policy—sympathetic to people in the claimant's predicament, and the fact that sympathy might have some bearing on an employer's willingness to hire handicapped people should not overinfluence our better judgment.

Charity is quite a different thing and is usually recognized as a helpful gesture towards the needy or the destitute, more than towards the handicapped as such. In CU-B 338, my predecessor disallowed an appeal in which motives of charity were involved, but it is significant to note that the claimant had been certified by his previous employer to have been kept on his payroll "only as an act of more or less charity". In the present case, there is no indication whatever that the claimant had to rely on charity; it rather seems that, as he had been retired on a pension after 25 years of service with the Toronto Hydro Electric Power Commission, he could live without asking for help.

The claimant, therefore, could perform some services that are ordinarily done for hire and could do so under the conditions that ordinarily accompany the performance of such services; but was there a reasonable probability of his obtaining work commensurate with his ability in a city of the size of Toronto?

In addition to the fact that he worked in his registered occupation and thus showed that he could obtain work as a clerk—which was more than a reasonable probability—he was receiving help and advice from the Special Placements Officer of the local office, and the new classification which was assigned to him seems to indicate that, even if he was "extremely difficult to place", there was also a reasonable probability of his obtaining work as a weighmaster in a coal yard in Toronto.

It has been brought up against the claimant that, on September 23 and November 2, 1953, he ignored written directions given to him by an officer of the Commission with a view to assisting him to find suitable employment. The claimant was working on November 2 and, therefore, has shown good cause for his failure to report on that date. With respect to his failure of September 23, it does not appear that any action was then taken against him under Section 42(1)(c) of the Act, and it would not be fair now to attach more importance to it than it seemed to have at the time. In any event, a handicapped person is not expected to make the same general search for work as an unhandicapped individual.

The appeal is allowed.

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# Monthly Report on Operation of the Unemployment Insurance Act

## Claims for unemployment insurance benefit in August higher by 6,390 than July total, statistics* show. Bulk of increase was in Ontario

Initial and renewal claims for unemployment insurance benefit in August increased by 6,390 over the previous month's total.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that a total of 112,659 claims were filed in local offices across Canada during August, compared with 106,269 in July and 74,052 in August 1953. While the bulk of the increase occurred in Ontario, the volume of claims received was heavier in all provinces except Newfoundland, Prince Edward Island and Quebec, which showed a slight decline.

*See Tables E-1 to E-6 at back of book.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Ordinary claimants on the live unemployment insurance register on August 31 totalled 191,258 (141,489 males and 49,769 females), compared with 188,913 (137,503 males and 51,410 females) on July 30 and 111,287 (78,491 males and 32,796 females) on August 31, 1953. On August 31 there were, in addition, 31,586 unemployment



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registers in the live file, of which 25,243 were on behalf of short-time claimants and 6,343 temporary lay-off.

Adjudicating officers disposed of a total of 113,805 initial and renewal claims during August and in 80 per cent of these cases the claimant was "entitled to benefit". Of the 28,492 adjudications resulting in non-entitlement (this includes 6,093 disqualifications arising out of revised claims), 8,513 did not establish a benefit year. Chief reasons for disqualification were: "not unemployed" 7,057 cases; "voluntarily left employment without just cause" 5,072 cases; and "not capable of and not available for work" 2,188 cases.

New beneficiaries totalled 77,150 during August, in comparison with 71,203 during July and 49,268 during August 1953.

A total of $12,066,717 was paid in compensation for 3,921,598 days (including 75,467 disability days) during August, as against $12,760,098 and 4,157,128 days (including 76,310 disability days) during July and $6,408,827 and 2,138,224 days (including 6,452 disability days) in August 1953.

During the week August 28-September 3, an estimated 153,241 beneficiaries were paid $2,713,561 in respect of 876,441 compensable days, compared with an estimated 163,425 beneficiaries who received $2,798,848 in compensation for 910,564 days during the week July 24-30. For the corresponding week last year, 87,367 beneficiaries received $1,483,305 in compensation for 496,690 days.

The average daily rate of benefit was $3.10 for the week August 28-September 3, $3.07 for the week July 24-30 and $2.99 for the week August 29-September 4, 1953.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August show that insurance books or contribution cards have been issued to 4,175,722 employees who have made contributions to the Unemployment Insurance fund since April 1, 1954.

At August 31, employers registered numbered 262,627, an increase of 2,547 during the month.

## U.S. Fringe Benefits in 1953 Averaged $720 per Worker

Labour costs other than wages in the United States averaged $720 per employee in 1953, a rise of $76 in two years, the U.S. Chamber of Commerce reported recently.

The Chamber canvassed 940 companies on the cost of fringe benefits such as employer payments for social security, pensions and vacations.

Payments for pensions were reported by 81 per cent of the companies, with costs averaging 4·7 per cent of payroll, while more than 97 per cent of the companies reported payments for employee insurance programs, with costs averaging 1·8 per cent.

Fringe payments varied widely, ranging from less than five per cent to more than 55 per cent of payroll, with the average payment 19·2 per cent.

Payments for fringe benefits made by 130 identical companies increased from 15·2 per cent of payroll in 1947 to 16·9 per cent in 1949, to 19·1 per cent in 1951 and to 20·2 per cent in 1953, the Chamber reported.

## Newspaper Guild Reports on Survey of 204 U.S. Contracts

The minimum starting rate for reporters on 23 New York State newspapers under contract with the American Newspaper Guild (CIO) ranges from $40 a week to $71.50 a week, according to a compilation by the union.

The contracts also set minimums for experienced reporters. These usually apply in the sixth or seventh year of employment and run from a minimum of $90.50.

In New York City, Guild contracts provide a 35-hour week on eight papers and a 40-hour week on two. Two papers in Utica and one in Kingston are on a 37·5 hour week; the remaining ten papers in the State that negotiate agreements with the Guild have a 40-hour week for reporters.

Of 204 Guild contracts throughout the country in effect in June 1954, 76 provide for a work-week of less than 40 hours in one or more classifications or departments; 201 provide a 5-day week and 132 an 8-hour day. All 204 contracts provide time and a half cash for overtime.

The maximum vacation is three weeks in 191 cases and four weeks in 48 cases.

# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during September

### Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 174 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 168 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:—

| Department | No. of Contracts | Aggregate Amount |
|---|---|---|
| C.M.H.C. | 1 | $ 35,175.00 |
| Defence Production | 113 | 306,970.00 |
| Post Office | 7 | 40,823.95 |
| R.C.M.P. | 2 | 54,240.00 |

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

## Wage Claims Received and Payments Made during September

During September the sum of $2,634.03 was collected from four employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 55 employees concerned.

## Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Isgonish N S:* Welton Construction Ltd, construction of dyke. *Boissevain Man:* A Brian Campbell, construction of earth fills.

### Central Mortgage and Housing Corporation

*Montreal Que:* D'Errico Bros Asphalt Paving Reg'd, paving drives & walks. *St Hubert Que:* National Landscaping Service, landscaping. *St Johns Que:* E Meeks, *completion of landscaping; D'Errico Bros Asphalt Paving Reg'd, *completion of paving. *Ajax Ont:* Marino Construction Co Ltd, construction of storm sewer & roads; Swansea Construction Co Ltd, construction of asphalt parking lots & concrete sidewalks; Dickson-Larkey Welding & Steel Construction Ltd, extension of steam line, Harwood Avenue. *Camp Borden Ont:* Wagner Tree Farms, *clearing & removing of stumps. *Fort Erie Ont:* Shalamar Gardens Ltd, landscaping. *Goderich Ont:* Charles D Hay, landscaping. *North Bay Ont:* Hume Paint & Wallpaper Co, *exterior painting; Evans Contracting Co Ltd, landscaping park areas & site improvements. *Owen Sound Ont:* E P A Construction Co Ltd, construction of houses & services. *Petawawa Ont:* Dibblee Construction Co Ltd, paving of roads. *Picton Ont:* Tatham Co Ltd, extension to school. *Port Arthur Ont:* William Lamke, landscaping. *Sault Ste Marie Ont:* Shalamar Gardens Ltd, landscapping. *Timmins Ont:* A J Leonard, *exterior painting. *Trenton Ont:* Tatham Co Ltd, construction of houses. *Winnipeg Man:* Bird Construction Co Ltd, construction of houses. *Moose Jaw Sask:* North West Electric Co Ltd, installation of electrical distribution, street lighting & fire alarm systems. *Prince Albert Sask:* Norman H Woods & Associates Ltd, landscaping. *Regina Sask:* Norman Clark, planting tree & shrub screen. *Saskatoon Sask:* Terminal Construction Co Ltd, construction of access roads & walks. *Claresholm Alta:* General Construction Co (Alta) Ltd, construction of sewer & water utilities, roads & parking areas; Western Excavating Co, landscaping; Bird Construction Co Ltd, construction of houses. *Penhold Alta:* Terminal Construction Co Ltd, landscaping. *Suffield Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of school extension, houses & services. *Wainwright Alta:* Brabant Construction & Supply Co Ltd, installation of sewer & water systems & construction of roads, parking areas & ditches; New West Construction Co Ltd, construction of houses; Hallas Electric Co, installation of electrical distribution system. *Trail B C:* Wing Ding Roofing Co Ltd, installation of aluminum roof flashing. *Vancouver B C:* C A Vandergugten, landscaping.

### Defence Construction (1951) Limited

*Dartmouth N S:* Brookfield Construction Co Ltd, construction of inflammable stores bldg, HMCS "Shearwater". *Halifax N S:* McDonald Construction Co Ltd, construction of combined ME garage & CE workshop. *Gagetown N B:* Newton Construction Co Ltd, construction of bldgs. *Valcartier Que:* Bedard-Girard Ltd, construction of underground electrical & steam distribution systems. *Val d'Or Que:* Veillet & Gosselin Ltd, addition to power distribution, street lighting & fire alarm systems. *Ville la Salle Que:* Sir Robert McAlpine & Sons (Canada) Ltd, construction of bldgs, tunnel, pump house & outside services. *Barriefield Ont:* G M Gest Ltd, installation of fire alarm system. *Downsview Ont:* Horvath Engineering Co, construction of extension to east boiler house (bldg No 56); Swansea Construction Co Ltd, construction of roads, walks & parking areas. *London Ont:* Ellis-Don Ltd, construction of mess, vehicle garage, guard house & chapel, Wolseley Barracks. *Ottawa Ont:* Shore & Horwitz Construction Co Ltd, alterations & additions to existing blue print room, painting of corridors, DCED bldg, Victoria Island. *Rockcliffe Ont:* O'Leary's Ltd, construction

of roads, car parking areas, concrete curbs & sidewalks, AMC bldg. *Toronto Ont:* Robinson Oil Burners Ltd, installation & connecting up of boiler, Avenue Road. *Uplands Ont:* Walsh Canadian Construction Co Ltd, construction of storm & sanitary sewers, watermains, sewage pumping station & transformer vault. *Portage la Prairie Man:* Tallman Construction Co Ltd, construction of roads, walks & parking areas. *Winnipeg Man:* Tallman Construction Co Ltd, construction of roadwork, Stage II, sewer & water systems, Fort Osborne Barracks; Claydon Co Ltd, construction of drill & recreation hall; Claydon Co Ltd, extension to underground steam distribution system to drill hall & trainees' quarters. *Cold Lake Alta:* Terminal Construction Co Ltd, grading & seeding. *Edmonton Alta:* Mannix Ltd, construction of roads & grading; Poole Construction Co Ltd, construction of RCCS Stores Bldg, Griesbach Barracks; Cotter Bros Ltd, construction of underground steam distribution system, Homestation Development, Griesbach Barracks. *Namao Alta:* Bird Construction Co Ltd, construction of engineering bldg; Prodor Construction Co Ltd, construction of extensions to water & sewer services; Bennett & White (Alberta) Ltd, construction of various bldgs. *Comox B C:* A & B Construction Co Ltd, construction of beacon bldg. *Kamloops B C:* Dawson, Wade & Co Ltd, paving of roads. *Mile Post 495.8 NWHS:* Burns & Dutton Concrete & Construction Co Ltd, re-decking Lower Laird Bridge.

**Building & Maintenance**

*Halifax N S:* Allied Building Services Ltd, repointing & exterior repairs, Cogswell Street Barracks. *Scoudouc N B:* W E Emerson & Sons Ltd, alterations to overhead & underground steam distribution system. *Chicoutimi Que:* Bedard-Girard Ltd, rewiring & relighting, Armoury. *St Johns Que:* Weatherproofing Ltd, alterations to underground steam distribution system. *Angus Ont:* Towland Construction Co Ltd, sand seal & patching of roads. *Hamilton Ont:* Ontario Electrical Construction Co Ltd, installation of electrical power distribution system, HMCS "Star". *Lindsay Ont:* Ontario Building Cleaning Co Ltd, repointing, cleaning & waterproofing brickwork & masonry, Armoury. *North Bay Ont:* Keller Nurseries Ltd, sodding, lawns & field seeding. *Petawawa Ont:* John D St Clair Ltd, interior & exterior painting. *Rockcliffe Ont:* O'Leary's Ltd, repairs to station roads. *Saskatoon Sask:* Terminal Construction Co Ltd, grading & seeding. *Claresholm Alta:* General Construction Co (Alta) Ltd, reconstruction of parking apron & taxiway & addition to drainage system. *Penhold Alta:* Terminal Construction Co Ltd, grading & seeding.

## National Harbours Board

*Montreal Harbour Que:* Charles Duranceau Ltd, repairs to concrete roadway slab between piers 9 & 10, Jacques Cartier Bridge; Benjamin G Church Ltd, construction of offices & washrooms in grain elevators. *Quebec Harbour Que:* Royalmount Construction Ltd, completing strengthening of wharf No 20. *Vancouver Harbour B C:* L Jacobson Roofing Co, renewal of roofing, shed 2, Lapointe Pier.

## Department of Public Works

*Bonavista Nfld:* Concrete Products (Nfld) Ltd, *dredging. *Botwood Nfld:* John Jacobs, alterations & additions to Post Office. *Branch Nfld:* Diamond Construction Co Ltd, *dredging. *Hermitage Nfld:* Diamond Construction Co Ltd, *dredging. *St Anthony Nfld:* T C Gorman (Nova Scotia) Ltd, construction of wharf. *St John's Nfld:* Horwood Lumber Co Ltd, alterations & additions, bldg No 2, Naval Dockyard. *Annandale PEI:* Noye & Raynor wharf repairs. *Charlottetown PEI:* Anglin-Norcross Maritime Ltd, construction of public bldg. *Darnley Bridge PEI:* Baglole & Noye, construction of wharf. *Cribbin's Point N S:* M C Campbell, wharf repairs & improvements to approach road. *Digby N S:* Standard Dredging Co Ltd, *dredging. *Halifax N S:* Foundation Maritime Ltd, wharf improvements, HMC Dockyard; H L Lynch Ltd, pointing & repairs to all brick & stonework of entire bldg, including chimneys, steps, etc, Old Post Office Bldg. *Inverness N S:* Joseph S Surette, installation of new electrical system, carpentry & joinery, exterior & interior painting, etc, improvements to grounds, public bldg. *Little Tancook N S:* T C Gorman (Nova Scotia) Ltd, breakwater extension. *Lockeport N S:* Mosher & Rawding Ltd, wharf repairs. *Malagash N S:* R A Douglas Ltd, improvements (wharf extension). *New Waterford N S:* Campbell & McIsaac,, breakwater repairs. *Owl's Head N S:* Seaboard Construction Ltd, wharf repairs. *Pictou N S:* Joseph Almon, quay wall repairs. *Pleasant Bay N S:* Seaboard Construction Ltd, wharf extension. *Portuguese Cove N S:* Seaboard Construction Ltd, breakwater repairs. *Sonora N S:* Chisholm

Construction Co Ltd, *dredging. *South Bar (Sydney Hbr) N S:* Martells Construction Ltd, breakwater repairs & extension. *Sydney N S:* J P Porter & Co Ltd, *dredging. *Three Fathom Harbour N S:* Naugle's Sand & Gravel Co, repairs to breakwater. *Windsor N S:* Edwin J Stevens, improvements to public bldg. *Campbellton N B:* George Eddy Co Ltd, construction of RCMP Detachment bldg (Kentville type). *Grand Anse N B:* Michaud Dredging Co, *dredging. *Woodward's Cove, Grand Manan Island, N B:* Colin R MacDonald Ltd, breakwater extension & repairs. *Aguanish Que:* Gulf Maritime Construction Ltd, construction of landing pier. *Angliers (Quinze Dam) Que:* Intrusion-Prepakt Ltd, repairs & construction of apron. *Barachois de Malbaie Que:* Beaudin Couture, landing extension. *Bonaventure Que:* Fortunat Bernard, wharf repairs. *Cap Chat Que:* Edgar Jourdain, wharf repairs. *Cap des Rosiers (Riviere Whalen) Que:* Beaudin & Couture, concrete floor reconstruction. *Cross Point Que:* Atlantic Dry Kiln Ltd, wharf enlargement. *L'Anse a Brillant Que:* Beaudin & Couture, jetty repairs. *Lauzon Que:* George T Davie & Sons Ltd, *construction & delivery of steel dump scows. *Lotbiniere Que:* Beaudet & Fils Enr, installation of automatic sprinkler system, Administration Bldg. *Montreal Que:* Moulton Co Ltd, supply & installation of automatic sprinkler systems, Queen Mary Hospital Annex Bldgs Nos 10, 11, 12 & 13; C J Dryden Co Ltd, supply & installation of underground mains to service automatic sprinkler system, Queen Mary Hospital Annex Bldgs Nos 10, 11, 12 & 13. *Pointe au Pere (Father Point) Que:* Gulf Maritime Construction Ltd, wharf extension. *Riviere au Renard Que:* Emile Cloutier, fishermen's wharf reconstruction. *Between St Aime & Massueville Que:* Theode Robidoux, *dredging in Yamaska River. *Ste Anne de Sorel Que:* Lucien Lachapell, reconstruction of three icebreakers; Sorel Mill & Builders Supply Ltd, repairs to protection work. *St Godefroi Que:* P Arthur Nadeau, wharf repairs. *St Irenee Que:* Mannix Ltd, construction of headblock. *St Juste du Lac Que:* Charles Verreault, wharf extension. *Sandy Beach Que:* Beaudin & Couture, construction of wharf. *Dyer's Bay Ont:* John Gaffney Construction Co Ltd, wharf repairs. *Moose Factory Ont:* R A Blyth, construction of river bank protection, Indian Hospital; McNamara Construction Co Ltd, construction of intake for water supply system for Indian Health Services Indian Hospital. *Nanticoke Creek Ont:* Russell Construction Ltd, *dredging. *Orillia Ont:* Paul Lafleur, construction of public bldg. *Ottawa Ont:* H Pion & Sons, installation of ventilating equipment, RCMP Headquarters Bldg; Turnbull Elevator Co Ltd, installation of mercury arc rectifier for three elevators, Langevin Bldg; Alf Grodde Ltd, painting on various floors & in tower, Parliament Bldgs, Centre Block. *Pointe Traverse Ont:* McIntosh Bros, *dredging. *Port Arthur Ont:* Consolidated Dredging Ltd, *dredging. *Port Credit Ont:* McNamara Construction Co Ltd, *redredging the entrance channel. *Rossport Ont:* J D MacMillan, wharf extension. *Sarnia Ont:* R W McKay Construction, harbour improvements (warehouse platform). *Toronto Ont:* John D St Clair Ltd, interior painting, 122 Front Street West. *Winnipeg Man:* Nelson River Construction Ltd, wharf extension & repairs. *Regina Sask:* Wappel Concrete & Construction Co (Alta), construction of office & laboratory bldg, Dominion Experimental Sub-Station. *Ma-Me-O Beach (Pigeon Lake) Alta:* G C McLeod & Co Ltd, wharf improvements. *Bamfield B C:* Ove Pedersen, general repairs, part interior painting, concrete work, etc, public bldg. *Esquimalt B C:* North Western Dredging Co Ltd, *dredging. *Fraser River B C:* British Columbia Bridge & Dredging Co Ltd, *dredging. *Manson's Landing B C:* Horie-Latimer Construction Co Ltd, wharf renewal & seaplane landing. *Nelson B C:* Laurence Simpson, erection of public bldg. *New Westminster B C:* Fraser River Pile Driving Co Ltd, *repairs to main protection pier at Railway Bridge. *Port Neville B C:* F Gagne, approach & float renewal. *Vancouver B C:* B C Marine Engineers & Shipbuilders Ltd, *docking & repairing Snagboat "Samson V"; George D McLean & Associates Ltd, interior alterations & painting, RCMP Fairmont Barracks. *Victoria B C:* Ove Pedersen, general repairs & painting, Belmont Bldg.

## Department of Transport

*Battle Harbour Labrador:* Tower Co Ltd, prefabrication & erection of dwellings. *Gander Nfld:* T D K Rooney (Nfld) Ltd, installation of antenna masts, deadmen & stub masts. *Green Island, Fortune Bay, Nfld:* George T Dixon Ltd, construction of dwelling & tower. *Cap des Rosiers Que:* J A P Norman Inc, construction of dwelling. *Timmins Ont:* George E Knowles Ltd, construction of radio range bldg. *Mac-*

*(Continued on page 1612)*

# Office Employees' Working Conditions in Canadian Manufacturing, 1950-54

**While plant workers continue to draw closer to more advanced standards of working conditions enjoyed by office workers, the latter continue to make significant progress towards shorter hours, longer vacations**

The trend apparent for the past few years for plant workers to draw closer to the more advanced standards of working conditions enjoyed by office workers has continued. This is borne out by a comparison of the accompanying table, which summarizes on a national basis some of the information on office employees' working conditions in Canadian manufacturing obtained from the last four annual surveys of working conditions by the Economics and Research Branch, with that dealing with plant workers that appeared in the October issue (p. 1476).

Office workers have, however, continued to make significant progress. The April 1954 survey is the first in which more than half of the office workers covered (56 per cent) were on a standard work week of 37½ hours or less. Almost 12 per cent of them have a work schedule of 35 hours or less.

There has also been a further increase in the number of office workers who are on a five-day week schedule. By April 1954, more than 88 per cent of the office employees in the Canadian manufacturing firms covered by the survey were on a five-day week, compared with 84 per cent a year earlier and with 70 per cent in October 1950.

The latest survey shows no very significant changes since April 1953 in the number of paid statutory holidays granted office workers; 81 per cent of the employees covered now receive eight or more paid statutory holidays per year. The October 1950 survey showed slightly less than 73 per cent of the workers covered receiving as many as eight paid holidays.

Almost all office workers—more than 96 per cent in April 1954— are given paid vacations of at least two weeks. In the four surveys dealt with in the accompanying table, changes in the percentages of employees granted two-week vacations have been insignificant but there has been a noticeable increase in the number of three-week vacations given. In October 1950, just over 48 per cent of office workers were allowed vacations of three weeks after varying periods of service; by April 1954, this percentage had increased to almost 64 per cent.

There has also been an appreciable reduction in the service requirements for a three-week vacation. As of April 1954, more than three-quarters of the office workers who could qualify for three-week vacations could do so in 15 years or less; in October 1950, only 41 per cent of those

## Coverage of Annual Survey of Working Conditions

The Department's annual survey of working conditions, formerly conducted in October and now in April, covers approximately 6,500 establishments in manufacturing, most of which have 15 or more employees. The following numbers of office employees have been included in the establishments reporting during recent years:

| | |
|---|---|
| October 1950 | 138,000 |
| October 1951 | 160,000 |
| April 1953 | 183,000 |
| April 1954 | 196,000 |

The establishments included in this survey employ approximately two-thirds of the total workers in manufacturing, distributed over the various branches of the industry.

In previous years an analysis of the survey results on a provincial basis has been published in the LABOUR GAZETTE. In the present article, reporting the results of the 1954 survey, only the Canada totals are shown but tables giving provincial breakdowns may be obtained on request to the Economics and Research Branch, Department of Labour.

## SUMMARY OF WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

| | Percentage of Office Employees | | | |
|---|---|---|---|---|
| | April 1, 1954 | April 1, 1953 | Oct 1, 1951 | Oct 1, 1950 |
| **Standard Weekly Hours** | | | | |
| 35 and under | 11·9 | 9·9 | 10·3 | 9·5 |
| Over 35 and under 37½ | 9·1 | 9·5 | 10·6 | 10·8 |
| 37½ | 34·9 | 30·1 | 28·5 | 26·5 |
| Over 37½ and under 40 | 15·0 | 19·1 | 17·3 | 15·0 |
| 40 | 21·0 | 21·2 | 20·5 | 21·7 |
| Over 40 | 8·1 | 10·2 | 12·8 | 16·5 |
| Employees on a 5-day week (1) | 88·5 | 84·1 | 75·9 | 69·7 |
| **Paid Statutory Holidays** | | | | |
| Employees in establishments providing paid statutory holidays | 98·9 | 99·5 | 99·1 | 98·4 |
| Employees in establishments where the following number of statutory holidays are paid for: | | | | |
| 1 to 6 | 6·5 | 6·9 | 9·9 | 10·6 |
| 7 | 11·4 | 12·2 | 13·2 | 15·2 |
| 8 | 61·0 | 57·4 | 57·2 | 53·7 |
| 9 | 13·6 | 16·1 | 11·3 | 12·0 |
| More than 9 | 6·4 | 6·9 | 7·5 | 6·9 |
| **Vacations with Pay** | | | | |
| Employees in establishments reporting one week or more with pay | 99·8 | 99·7 | 99·7 | 99·2 |
| One Week with Pay | | | | |
| After: Less than 1 year | 55·8 | 47·9 | 44·4 | 48·4 |
| 1 year | 9·2 | 8·2 | 8·4 | 10·8 |
| Service not specified | 1·8 | 6·8 | 3·5 | 1·7 |
| Employees in establishments providing two weeks with pay | 96·0 | 97·7 | 96·9 | 94·6 |
| After: 1 year or less | 87·0 | 88·5 | 88·2 | 86·0 |
| 2 years | 5·0 | 4·6 | 4·2 | 4·9 |
| 3 years | ·8 | ·7 | ·8 | ·6 |
| 5 years | 1·6 | 1·9 | 1·7 | 2·1 |
| Other | 1·6 | 2·0 | 2·0 | 1·3 |
| Employees in establishments providing three weeks with pay | 63·8 | 60·6 | 54·6 | 48·3 |
| After: 10 years or less | 5·4 | 4·0 | 4·1 | 3·2 |
| 15 years | 43·4 | 32·1 | 23·1 | 16·7 |
| 20 years | 7·2 | 14·5 | 14·7 | 11·8 |
| Other | 7·8 | 10·0 | 12·7 | 16·6 |
| Employees in establishments providing four weeks with pay | 5·5 | 4·4 | 2·5 | 2·1 |
| After: 25 years | 4·2 | 3·2 | 2·1 | 1·9 |
| Other | 1·3 | 1·2 | ·4 | ·2 |
| Employees in establishments providing other vacation periods | — | ·1 | ·1 | ·1 |
| **Bonus Plans** | | | | |
| Employees in establishments where year-end or Christmas Bonus is paid | 32·4 | — | — | — |

(1) Includes a small number of employees of establishments reporting alternating weeks of 5 and 5½ days

who could qualify for the three-week vacation could become eligible for a vacation of this length with 15 years' or less service.

While vacations of four weeks are still comparatively rare, about one in twenty office workers may now become eligible for a vacation of that length; in October 1950 only one in fifty was in an establishment which provided such a vacation after lengthy periods of service. Then, as now, the period of service required to qualify for a four-week vacation was 25 years in the vast majority of cases.

The latest survey of working conditions showed that almost a third of the office employees are in establishments reporting the payment of year-end or Christmas bonuses.

## Labour Conditions in Government Contracts

*(Continued from page 1610)*

*Donald Man:* Tallman Construction Co Ltd, additional airport development. *Regina Sask:* North West Electric Co Ltd, construction of airport lighting facilities. *Cold Lake Alta:* Wirtanen Electric Co Ltd, construction of approach lighting. *Fort McMurray Alta:* Yukon Construction Co Ltd, construction of dwellings. *Comox B C:* Marwell Construction Co Ltd, additional airport development.

# Prices and the Cost of Living*

## Consumer Price Index, October 1, 1954

The consumer price index remained unchanged at 116·8 between September 1 and October 1. Among group indexes, food remained the same, while a decrease in clothing was counterbalanced by slight increases in shelter, household operation and other commodities and services.

Food stood at 113·8 at both September 1 and October 1 as lower quotations were reported for meats, apples, root vegetables and coffee while eggs, butter, bananas, oranges, fresh and canned tomatoes, lettuce and canned salmon were higher.

Further slight advances in both the rent and homeownership components raised the shelter index 0·2 per cent from 127·2 to 127·4.

Substantial decreases in fur coats, combined with smaller declines in women's and girl's cloth coats, women's suits and hosiery, wool dress material and a number of items of men's clothing, resulted in a decline of 1 per cent in the clothing index from 109·5 to 108·4.

The household operation index moved from 117·2 to 117·3 as increases for electric stoves, dishes, coal, telephone rates, ice and laundry soap more than offset decreases for mattresses, cotton sheets, irons, washing machines and toilet paper.

Other commodities and services moved up 0·3 per cent from 117·6 to 117·9. The predominant changes in this group were advances in health services, drugs and cosmetics, higher local transit fares in Vancouver, and lower prices for camera film and a few items of personal care.

The index one year earlier (October 1, 1953) was 116·7. Group indexes on that date were: food 115·5, shelter 124·5, clothing 110·3, household operation 117·5 and other commodities and services 116·0.

## City Consumer Price Indexes, Sept. 1, 1954

Seven of the ten regional consumer price indexes declined between August 2 and September 1, two advanced and one remained unchanged.

Food indexes moved lower in seven cities and higher in three as decreases were reported for pork, lamb, fresh vegetables and coffee, while mixed changes occurred in beef, butter, eggs, fresh fruits and canned foods.

Rent increases were recorded in six centres but there was no change in the remaining four.

Generally lower quotations for men's hats, work clothes and underwear and women's street dresses and stockings resulted in declines in clothing indexes in eight cities, while the Montreal and Toronto series were unchanged.

Mixed price changes recorded throughout the household operation group were reflected in decreases in six cities. Increases were registered in two centres while the Halifax and Ottawa series showed no change.

Among other commodities and services, although scattered fluctuations were recorded in automobile operation, radios and toilet soap, indexes remained at the same level in seven cities. They were slightly lower in two cities and higher in one.

Regional consumer price index point changes between August 2 and September 1 were as follows: St. John's −1·0 to 103·4†; Winnipeg −0·7 to 115·7; Montreal −0·6 to 116·6; Halifax −0·5 to 114·8; Toronto −0·2 to 118·8; Saskatoon-Regina −0·2 to 115·1; Ottawa −0·1 to 116·9; Edmonton-Calgary +0·3 to 115·7; Saint John +0·1 to 117·7. Vancouver remained unchanged at 118·1.

## Wholesale Prices, September 1954

Mainly reflecting a decline in vegetable products, Canada's general wholesale price index receded 0·2 per cent to 215·3 in September from 215·8 in August. Of the remaining groups, animal products and textiles decreased fractionally while four other groups increased and chemicals remained unchanged. Compared with September last year, the general index declined 3 per cent.

Vegetable products dropped 1·5 per cent to 194·2 from 197·1 in August, responding to price declines for coffee, cocoa, potatoes, onions, vegetable oils, livestock feeds, imported fresh fruits, canned fruits and dried fruits, which outweighed increases in grains, milled cereal foods and raw rubber.

In the animal products group, weakness in hogs, lambs, fresh meats, cured meats, hides, furs and leather overbalanced strength in fishery products, eggs, lard, tallow and butter, netting an index decline of 0·3 per cent to 228·9 from 229·7.

*See Tables F-1 to F-6 at back of book.

†On base 1951=100.

Textile products eased 0·3 per cent to 230·1 from 230·8, reflecting lower prices for worsted yarns, worsted and woollen cloth, raw wool, both domestic and imported cotton fabrics and cotton yarns. Raw cotton was the only sub-group to move higher.

Price increases in fir lumber, cedar lumber and cedar shingles contributed mainly to an increase of 0·5 per cent in the wood, wood products and paper group, which moved to 289·0 from 287·6.

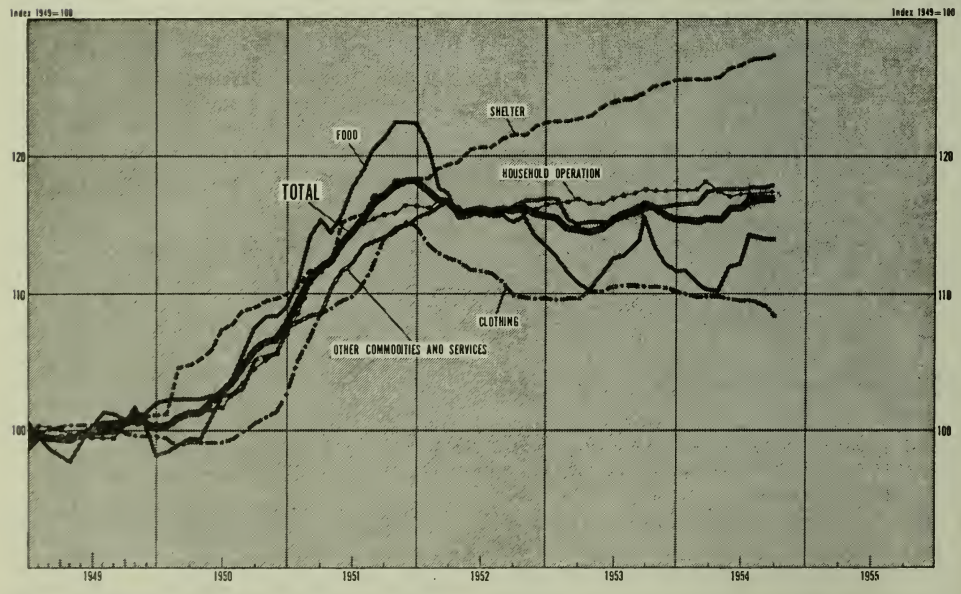
An increase of 0·5 per cent in non-ferrous metals to 168·1 from 167·3 was due to higher prices for pig lead and electrolytic zinc. In the iron and steel group, higher prices for steel plates and steel sheets accounted for a gain of 0·3 per cent in the index, which moved to 212·2 from 211·5.

Lime, plaster and sulphur were responsible for an increase of 0·1 per cent to 175·9 from 175·8 in the non-metallic minerals group. The chemical products group remained unchanged at 176·7, as increases in tartaric acid, industrial gases and lead compounds used in paint materials balanced decreases in zinc oxide and superphosphate.

**Farm Product Prices**—The index of Canadian farm product prices at terminal markets declined 1·8 per cent to 204·1 from 207·9 as both field and animal products declined. Field products moved down 3 per cent to 162·6 from 167·6 when lower potato prices in both the East and West proved more important than advances in all eastern grains and western flax and rye. Animal products receded 1·1 per cent to 245·5 from 248·2, influenced by lower prices for hogs, lambs, raw wool and eggs in Western Canada which outweighed advances in eastern eggs and cheese milk.

**Building Material Prices**—The price index of residential building materials moved up 0·2 per cent to 278·6 from 278·0. Responsible for the increase were plumbing fixtures, cedar shingles, metal weather stripping and fir timber. Non-residential building materials also advanced 0·2 per cent to 120·4 from 120·2 as increases occurred in plumbing fixtures, steel sheets, brick, plaster of Paris, turpentine and linseed oil.

## CONSUMER PRICE INDEX FROM JANUARY 1949




Between mid-August and mid-September, the United States consumer price index dropped 1·3 per cent to 114·7 (1947-49=100), the lowest point it has reached since last April. It was the second successive drop.

The decline was attributed largely to food price cuts.

# Strikes and Lockouts

## Canada, September 1954*

Time lost in industrial disputes resulting in work stoppages increased sharply during September compared with the previous seven months. Two disputes, one involving 2,500 farm implement factory workers at Toronto and the other 4,000 plumbers and steamfitters at Montreal, accounted for 66 per cent of the total workers during the month and caused 72 per cent of the total idleness.

The question of increased wages and related causes was a factor in 12 of the 21 stoppages in existence during September. Of the other disputes, four arose over union questions; two over reduced wages; two over reduced hours; and one over the dismissal of workers.

Preliminary figures for September 1954 show a total of 21 strikes and lockouts in existence, involving 9,815 workers, with a time loss of 127,582 man-days, compared with 20 strikes and lockouts during August 1954, with 3,959 workers involved and a loss of 48,210 days. In September 1953 there were 41 strikes and lockouts, 17,012 workers involved and a loss of 126,306 days.

For the first nine months of 1954 preliminary figures show a total of 131 strikes and lockouts, involving 39,464 workers, with a time loss of 594,873 man-days. In the same period in 1953 there were 137 strikes and lockouts, with 42,656 workers involved and a loss of 505,184 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in September 1954 was 0·15 per cent of the estimated working time; August 1954, 0·06 per cent; September 1953, 0·15 per cent; the first nine months of 1954, 0·08 per cent; and the first nine months of 1953, 0·07 per cent.

Of the 21 stoppages during September, one was settled in favour of the workers; three in favour of the employers; five were compromise settlements; and three were indefinite in result, work being resumed pending final settlement. At the end of the month nine stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and women's clothing factory workers at Montreal, on February 23, 1954.)

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in July 1954 was 80; and 11 were still in progress from the previous month, making a total of 91 during the month. In all stoppages of work in progress 15,700 workers were involved and a time loss of 78,000 days caused.

Of the 80 disputes leading to stoppages of work which began in July, 10, directly involving 1,300 workers, arose over demands for advances in wages, and 32, directly involving 2,300 workers, over other wage questions; nine, directly involving 1,600 workers, over questions respecting the employment of particular classes or persons; 28, directly involving 4,400 workers, over other questions respecting working arrangements; and one, directly involving 100 workers, was in support of workers involved in another dispute.

### United States

Preliminary figures for August 1954 show 350 work stoppages resulting from labour-management disputes beginning in the month, in which 140,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,600,000 man-days. Corresponding figures for July 1954 were 375 stoppages involving 230,000 workers and a loss of 3,750,000 days.

*See Tables G-1 and G-2 at back of book.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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## Hervé Baribeau Heads Quebec Employers' Association

Hervé Baribeau, Lévis industrialist, was elected General President of the Professional Association of Industrialists at the 10th annual convention of that Quebec employers' organization held at La Malbaie in mid-September. He succeeds Paul H. Frigon of Drummondville.

At the opening of the convention Mr. Frigon expressed the opinion that "the only really effective remedy for the present slump in the textile trade is the best possible output on the part of labour and the keeping to a minimum of administrative costs, while seeing to it that Ottawa enforces the present law on textile tariffs to the letter, especially between the United States and Canada".

Listing some of the conditions that are indispensable for social peace, Mr. Baribeau mentioned the full observance of justice, which means respect for the rights of man and especially the right of ownership; the pursuit of the common good; respect for authority and for the hierarchy; respect for the institutions freely set up by men; continual concern about improving the lot of the workers; healthy social legislation and a sincere desire for peace.

"The PAI," he said, "understands perfectly well that peace depends to a very great extent on the orientation of the labour movements and on the attitude adopted by employers and employers' organizations towards the unions."

In addition to Mr. Baribeau, the Executive includes: Eugène Gibeau, Honorary President; Jean Louis Héon of Montreal and Paul Beaubien of Chicoutimi, Vice-presidents; Lucien Corbeil of Marieville, Honorary Treasurer; Marcel Allard of Montreal, Honorary Secretary; Paul Normandeau of Drummondville, Director of the Study and Social Action Service; L. G. Lamontagne of Montreal, Director of External Relations; and Claude Lavery of Montreal, General Secretary and legal adviser.

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# A—Labour Force

## TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

| | Week Ended August 21, 1954 | | | Week Ended July 24, 1954 | | |
|---|---|---|---|---|---|---|
| | Total | Males | Females | Total | Males | Females |
| Total civilian non-institutional population | 10,272 | 5,110 | 5,162 | 10,254 | 5,102 | 5,152 |
| A. Civilian labour force | 5,569 | 4,339 | 1,230 | 5,556 | 4,332 | 1,224 |
| Persons at work | 5,066 | 3,970 | 1,096 | 4,891 | 3,853 | 1,038 |
| 35 hours or more | 4,748 | 3,795 | 953 | 4,584 | 3,695 | 889 |
| Less than 35 hours | 318 | 175 | 143 | 307 | 158 | 149 |
| Usually work 35 hours or more | 143 | 116 | 27 | 118 | 92 | 26 |
| (a) laid off for part of the week | * | * | * | * | * | * |
| (b) on short time | 35 | 26 | * | 34 | 24 | 10 |
| (c) lost job during the week | * | * | * | * | * | * |
| (d) found job during the week | * | * | * | * | * | * |
| (e) bad weather | 29 | 28 | * | 27 | 27 | * |
| (f) illness | 18 | 14 | * | 15 | 10 | * |
| (g) industrial dispute | * | * | * | * | * | * |
| (h) vacation | 33 | 26 | * | 17 | 12 | * |
| (i) other | 14 | 11 | * | 12 | * | * |
| Usually work less than 35 hours | 175 | 59 | 116 | 189 | 66 | 123 |
| Persons with jobs not at work | 329 | 223 | 106 | 493 | 336 | 157 |
| Usually work 35 hours or more | 320 | 220 | 100 | 476 | 328 | 148 |
| (a) laid off for full week | 14 | 10 | * | * | * | * |
| (b) bad weather | * | * | * | * | * | * |
| (c) illness | 42 | 35 | * | 41 | 34 | * |
| (d) industrial dispute | * | * | * | * | * | * |
| (e) vacation | 250 | 162 | 88 | 418 | 280 | 138 |
| (f) other | * | * | * | * | * | * |
| Usually work less than 35 hours | * | * | * | 17 | * | * |
| Persons without jobs and seeking work (1) | 174 | 146 | 28 | 172 | 143 | 29 |
| B. Persons not in the labour force | 4,703 | 771 | 3,932 | 4,698 | 770 | 3,928 |
| (a) permanently unable or too old to work | 167 | 110 | 57 | 180 | 116 | 64 |
| (b) keeping house | 3,505 | * | 3,503 | 3,514 | * | 3,513 |
| (c) going to school | * | * | * | 12 | * | * |
| (d) retired or voluntarily idle | 977 | 633 | 344 | 944 | 622 | 322 |
| (e) other | 49 | 24 | 25 | 48 | 25 | 23 |

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all these who were reported as seeking work during the survey week, see Table A-2.

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0·6 per cent for Canada as a whole in all characteristics.

* Less than 10,000.

## TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

| | Week Ended August 21, 1954 | | | Week Ended July 24, 1954 | | |
|---|---|---|---|---|---|---|
| | Total | Seeking Full-Time Work | Seeking Part-Time Work | Total | Seeking Full-Time Work | Seeking Part-Time Work |
| Total looking for work | 191 | 178 | 13 | 188 | 173 | 15 |
| Without jobs | 174 | 163 | 11 | 172 | 161 | 11 |
| Under 1 month | 60 | — | — | 62 | — | — |
| 1— 3 months | 61 | — | — | 57 | — | — |
| 4— 6 months | 26 | — | — | 25 | — | — |
| 7—12 months | 21 | — | — | 22 | — | — |
| 13—18 months | * | — | — | * | — | — |
| 19—and over | * | — | — | * | — | — |
| Worked | 17 | 15 | * | 16 | 12 | * |
| 1—14 hours | * | * | * | * | * | * |
| 15—34 hours | 13 | 11 | * | 11 | * | * |

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0·6 per cent for Canada as a whole in all characteristics.

* Less than 10,000.

## TABLE A-3.—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 21, 1954

(Estimates in thousands)

| — | Canada | Nfld. | P.E.I. N.S. N.B. | Que. | Ont. | Man. Sask. Alta. | B.C. |
|---|---|---|---|---|---|---|---|
| *The Labour Force* | (1) | | | | (1) | | |
| Both Sexes | 5,569 | 103 | 418 | 1,583 | 2,036 | 979 | 450 |
| Agricultural | 1,014 | * | 59 | 239 | 314 | 370 | 31 |
| Non-Agricultural | 4,555 | 102 | 359 | 1,344 | 1,722 | 609 | 419 |
| Males | 4,339 | 88 | 332 | 1,234 | 1,540 | 799 | 346 |
| Agricultural | 951 | * | 54 | 229 | 285 | 356 | 26 |
| Non-Agricultural | 3,388 | 87 | 278 | 1,005 | 1,255 | 443 | 320 |
| Females | 1,230 | 15 | 86 | 349 | 496 | 180 | 104 |
| Agricultural | 63 | * | * | 10 | 29 | 14 | * |
| Non-Agricultural | 1,167 | 15 | 81 | 339 | 467 | 166 | 99 |
| All Ages | 5,569 | 103 | 418 | 1,583 | 2,036 | 979 | 450 |
| 14—19 years | 659 | 12 | 54 | 223 | 215 | 114 | 41 |
| 20—24 years | 729 | 17 | 53 | 237 | 248 | 126 | 48 |
| 25—44 years | 2,509 | 48 | 181 | 712 | 920 | 440 | 208 |
| 45—64 years | 1,451 | 23 | 111 | 365 | 561 | 257 | 134 |
| 65 years and over | 221 | * | 19 | 46 | 92 | 42 | 19 |
| *Persons with Jobs* | | | | | | | |
| All status groups | 5,395 | 101 | 402 | 1,510 | 1,978 | 968 | 436 |
| Males | 4,193 | 86 | 318 | 1,174 | 1,490 | 791 | 334 |
| Females | 1,202 | 15 | 84 | 336 | 488 | 177 | 102 |
| Agricultural | 1,012 | * | 59 | 239 | 313 | 369 | 31 |
| Non-Agricultural | 4,383 | 100 | 343 | 1,271 | 1,665 | 599 | 405 |
| Paid Workers | 4,031 | 85 | 304 | 1,146 | 1,580 | 555 | 361 |
| Males | 2,954 | 71 | 232 | 841 | 1,138 | 400 | 272 |
| Females | 1,077 | 14 | 72 | 305 | 442 | 155 | 89 |
| *Persons Without Jobs and Seeking Work* | | | | | | | |
| Both Sexes | 174 | * | 16 | 73 | 58 | 11 | 14 |
| *Persons not in the Labour Force* | | | | | | | |
| Both Sexes | 4,703 | 139 | 438 | 1,297 | 1,532 | 864 | 433 |
| Males | 771 | 36 | 86 | 182 | 225 | 147 | 95 |
| Females | 3,932 | 103 | 352 | 1,115 | 1,307 | 717 | 338 |

(1) Includes estimates for certain remote areas in Ontario, formerly excluded, amounting to 0·6 per cent for Canada as a whole and 1·8 per cent for Ontario in all characteristics.

* Less than 10,000.

## TABLE A-4.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Period | Atlantic | Quebec | Ontario | Prairies | B.C. Yukon N.W.T. | Canada Total | Adult Males |
|---|---|---|---|---|---|---|---|
| 1949—Total | 2,777 | 18,005 | 48,607 | 17,904 | 7,924 | 95,217 | 39,044 |
| 1950—Total | 2,198 | 13,575 | 39,041 | 12,975 | 6,123 | 73,912 | 30,700 |
| 1951—Total | 3,928 | 46,033 | 104,842 | 25,165 | 14,423 | 194,391 | 95,818 |
| 1952—Total | 4,531 | 35,318 | 86,059 | 23,560 | 15,030 | 164,498 | 66,083 |
| 1953—Total | 4,049 | 34,294 | 90,120 | 27,208 | 13,197 | 168,868 | 68,269 |
| 1953—January—August | 2,949 | 22,272 | 58,065 | 20,182 | 9,159 | 112,627 | 47,319 |
| 1954—January—August | 2,772 | 20,768 | 62,605 | 20,914 | 8,815 | 115,874 | 51,670 |

## TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Period | Managerial and Professional | Clerical | Transportation and Commission | Commercial and Financial | Service | Agriculture | Fishing, Trapping, Logging and Mining | Manufacturing, Mechanical and Construction | Labourers | Others | Total Workers |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1951—Total | 4,001 | 5,317 | ..... | ..... | ..... | 25,890 | ..... | ..... | ..... | 5,402 | 114,786 |
| 1952—Total | 7,054 | 6,900 | ..... | ..... | ..... | 16,971 | ..... | ..... | ..... | 1,526 | 85,029 |
| 1953—Total | 10,021 | 6,339 | 1,855 | 3,185 | 13,766 | 17,250 | 879 | 26,492 | 10,380 | 966 | 91,133 |
| 1953—January—August | 6,743 | 4,128 | 1,245 | 2,145 | 8,152 | 14,788 | 588 | 17,173 | 5,962 | 690 | 61,614 |
| 1954—January—August | 7,124 | 4,973 | 1,519 | 2,037 | 8,597 | 9,473 | 607 | 20,873 | 10,222 | 468 | 65,893 |

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

# B—Labour Income

## TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

| —— | Agriculture, Forestry, Fishing, Trapping, Mining | Manufacturing | Construction | Utilities, Transportation, Communication, Storage, Trade | Finance, Services, (including Government) | Supplementary Labour Income | Total |
|---|---|---|---|---|---|---|---|
| 1943—Average | 32 | 168 | 21 | 86 | 78 | 14 | 399 |
| 1944—Average | 33 | 171 | 17 | 95 | 83 | 13 | 412 |
| 1945—Average | 35 | 156 | 19 | 100 | 90 | 13 | 413 |
| 1946—Average | 41 | 147 | 25 | 114 | 103 | 14 | 444 |
| 1947—Average | 42 | 177 | 34 | 134 | 114 | 17 | 518 |
| 1948—Average | 49 | 203 | 41 | 154 | 131 | 19 | 597 |
| x1949—Average | 49 | 214 | 47 | 169 | 147 | 21 | 647 |
| 1950—Average | 55 | 231 | 47 | 180 | 156 | 24 | 693 |
| 1951—Average | 72 | 272 | 52 | 208 | 178 | 28 | 810 |
| 1952—Average | 76 | 302 | 62 | 230 | 199 | 32 | 901 |
| 1953—Average | 73 | 330 | 70 | 250 | 215 | 34 | 972 |
| 1952—February | 82 | 287 | 47 | 216 | 193 | 30 | 855 |
| March | 75 | 293 | 48 | 217 | 193 | 31 | 857 |
| April | 64 | 293 | 53 | 222 | 194 | 31 | 857 |
| May | 70 | 295 | 59 | 227 | 198 | 31 | 880 |
| June | 72 | 295 | 61 | 231 | 202 | 31 | 892 |
| July | 72 | 297 | 70 | 234 | 198 | 32 | 903 |
| August | 78 | 308 | 75 | 234 | 198 | 32 | 925 |
| September | 80 | 315 | 74 | 236 | 203 | 33 | 941 |
| October | 83 | 317 | 78 | 238 | 205 | 34 | 955 |
| November | 84 | 321 | 75 | 242 | 206 | 33 | 961 |
| December | 78 | 325 | 62 | 244 | 205 | 34 | 948 |
| 1953—January | 72 | 321 | 58 | 246* | 203 | 34 | 934 |
| February | 70 | 326 | 55 | 234 | 205 | 33 | 923 |
| March | 62 | 328 | 57 | 234 | 210 | 33 | 924 |
| April | 60 | 328 | 63 | 251* | 210 | 34 | 946 |
| May | 69 | 331 | 72 | 246 | 214 | 34 | 966 |
| June | 75 | 333 | 72 | 251 | 216 | 34 | 981 |
| July | 77 | 330 | 76 | 253 | 212 | 35 | 983 |
| August | 80 | 334 | 81 | 253 | 212 | 34 | 994 |
| September | 80 | 337 | 82 | 356 | 224 | 35 | 1,014 |
| October | 78 | 333 | 83 | 257 | 226 | 35 | 1,012 |
| November | 77 | 328 | 76 | 256 | 224 | 35 | 996 |
| December | 71 | 333 | 69 | 255 | 225 | 35 | 988 |
| 1954—January | 65 | 322 | 56 | 245 | 223 | 34 | 945 |
| February | 66 | 325 | 54 | 247 | 225 | 33 | 950 |
| March | 62 | 323 | 54 | 245 | 226 | 33 | 943 |
| April | 59 | 322 | 59 | 251 | 229 | 34 | 954 |
| May | 69 | 320 | 67 | 253 | 232 | 34 | 975 |
| June | 74 | 325 | 70 | 259 | 237 | 35 | 1,000 |
| July | 80 | 323 | 77 | 262 | 233 | 35 | 1,010 |

x Includes Newfoundland, since 1949..
* Includes retroactive wage payment to railway employees.

## TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

**Tables C-1 to C-3 are based on reports from employees having 15 or more employers—At August 1, employers in the principal non-agricultural industries reported a total employment of 2,525,943.**

| Year and Month | Canada | Newfoundland | Prince Edward Island | Nova Scotia | New Brunswick | Quebec | Ontario | Manitoba | Saskatchewan | Alberta | British Columbia |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1947—Average | 95·7 | ..... | 93·3 | 92·1 | 104·3 | 97·8 | 94·7 | 93·6 | 97·2 | 88·1 | 97·1 |
| 1948—Average | 99·7 | ..... | 102·6 | 99·6 | 105·2 | 101·2 | 98·9 | 97·2 | 99·5 | 93·7 | 101·3 |
| 1949—Average | 100·0 | ..... | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 |
| 1950—Average | 101·5 | ..... | 110·3 | 95·6 | 102·6 | 100·5 | 102·7 | 100·8 | 100·8 | 104·5 | 100·8 |
| 1951—Average | 108·8 | 111·7 | 112·6 | 100·3 | 109·0 | 109·2 | 110·4 | 103·9 | 106·0 | 112·4 | 106·1 |
| 1952—Average | 111·6 | 130·2 | 123·2 | 104·0 | 109·5 | 113·4 | 112·0 | 106·0 | 111·4 | 120·8 | 106·7 |
| 1953—Average | 113·4 | 140·9 | 116·4 | 101·2 | 101·4 | 112·8 | 114·7 | 107·2 | 116·0 | 128·5 | 108·4 |
| Aug. 1, 1952 | 114·1 | 149·5 | 132·4 | 107·7 | 104·0 | 118·9 | 113·2 | 109·6 | 118·9 | 128·4 | 102·6 |
| Jan. 1, 1953 | 113·0 | 132·4 | 116·7 | 99·3 | 107·8 | 113·8 | 114·5 | 106·7 | 113·5 | 125·7 | 106·4 |
| Feb. 1, 1953 | 110·3 | 125·3 | 110·8 | 101·0 | 100·6 | 110·6 | 113·1 | 104·0 | 106·2 | 121·6 | 101·0 |
| Mar. 1, 1953 | 110·0 | 117·8 | 103·7 | 97·9 | 98·6 | 109·7 | 112·9 | 102·5 | 105·7 | 122·7 | 102·1 |
| Apr. 1, 1953 | 110·0 | 122·4 | 104·0 | 96·9 | 96·6 | 108·3 | 113·2 | 102·9 | 105·7 | 121·6 | 104·6 |
| May 1, 1953 | 110·9 | 133·6 | 108·3 | 97·4 | 94·8 | 109·1 | 113·4 | 104·8 | 109·2 | 123·6 | 106·5 |
| June 1, 1953 | 112·4 | 144 1 | 118·8 | 100·7 | 99·6 | 111·8 | 113·7 | 106·7 | 115·1 | 127·7 | 108·1 |
| July 1, 1953 | 114·9 | 154·7 | 119·6 | 103·9 | 100·4 | 113·7 | 115·7 | 109·3 | 119·7 | 131·3 | 111·6 |
| Aug. 1, 1953 | 115·6 | 156·6 | 124·6 | 104·2 | 105·4 | 114·0 | 115·4 | 110·5 | 123·3 | 135·2 | 114·2 |
| Sept. 1, 1953 | 116·6 | 156·0 | 124·7 | 104·0 | 107·1 | 115·6 | 116·5 | 111·1 | 123·3 | 135·6 | 114·7 |
| Oct. 1, 1953 | 116·9 | 157·4 | 119·8 | 104·7 | 102·2 | 116·2 | 117·1 | 110·5 | 123·9 | 135·0 | 114·6 |
| Nov. 1, 1953 | 115·9 | 149·8 | 125·2 | 103·9 | 101·9 | 116·3 | 116·3 | 108·7 | 124·1 | 132·4 | 110·2 |
| Dec. 1, 1953 | 114·1 | 141·2 | 121·1 | 100·2 | 102·3 | 114·6 | 114·8 | 108·8 | 122·7 | 130·1 | 107·1 |
| Jan. 1, 1954 | 109·9 | 125·4 | 105·8 | 97·5 | 99·7 | 108·7 | 112·3 | 104·7 | 115·9 | 124·7 | 103·2 |
| Feb. 1, 1954 | 107·0 | 113·4 | 96·0 | 95·4 | 97·6 | 105·7 | 110·8 | 100·9 | 109·5 | 118·3 | 97·5 |
| Mar. 1, 1954 | 106·6 | 112·3 | 102·4 | 95·2 | 96·8 | 105·2 | 110·2 | 99·6 | 108·7 | 119·4 | 98·5 |
| Apr. 1, 1954 | 105·6 | 113·1 | 93·4 | 93·3 | 91·3 | 103·5 | 109·0 | 99·9 | 107·4 | 118·5 | 101·8 |
| May 1, 1954 | 106·2 | 117·9 | 97·6 | 92·8 | 90·2 | 104·5 | 109·0 | 100·4 | 110·0 | 119·0 | 103·2 |
| June 1, 1954 | 109·0 | 122·2 | 111·0 | 96·1 | 95·4 | 107·7 | 110·7 | 103·2 | 116·9 | 124·7 | 106·3 |
| July 1, 1954 | 111·7 | 134·9 | 115·1 | 99·2 | 97·8 | 110·6 | 112·2 | 106·2 | 123·0 | 130·9 | 109·2 |
| Aug. 1, 1954 | 112·1 | 138·1 | 119·4 | 99·9 | 100·3 | 110·8 | 111·2 | 108·5 | 127·3 | 136·8 | 111·4 |
| Percentage Distribution of Employees of Reporting Establishments at August 1, 1954 | 100·0 | 1·7 | 0·2 | 3·4 | 2·3 | 28·3 | 41·7 | 5·2 | 2·6 | 5·4 | 9·2 |

NOTE:—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

## TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

| Year and Month | Industrial Composite[1] | | | | Manufacturing | | | |
|---|---|---|---|---|---|---|---|---|
| | Index Numbers | | | Average Weekly Wages and Salaries | Index Numbers | | | Average Weekly Wages and Salaries |
| | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | |
| | | | | $ | | | | $ |
| 1947—Average | 95·7 | 80·7 | 84·2 | 36.19 | 97·2 | 80·4 | 82·6 | 36.34 |
| 1948—Average | 99·7 | 93·2 | 93·2 | 40.06 | 100·1 | 92·6 | 92·5 | 40.67 |
| 1949—Average | 100·0 | 100·0 | 100·0 | 42.96 | 100·0 | 100·0 | 100·0 | 43.97 |
| 1950—Average | 101·5 | 106·0 | 104·4 | 44.84 | 100·9 | 106·2 | 105·1 | 46.21 |
| 1951—Average | 108·8 | 125·6 | 115·5 | 49.61 | 108·0 | 126·1 | 116·6 | 51.25 |
| 1952—Average | 111·6 | 140·3 | 126·0 | 54.13 | 109·3 | 139·7 | 127·6 | 56.11 |
| 1953—Average | 113·4 | 151·5 | 133·4 | 57.30 | 113·3 | 152·4 | 134·2 | 59.01 |
| Aug. 1, 1952 | 114·1 | 142·7 | 125·4 | 53.89 | 110·3 | 139·9 | 126·7 | 55.70 |
| Jan. 1, 1953 | 113·0 | 141·6 | 125·3 | 53.81 | 111·4 | 139·1 | 124·9 | 54.92 |
| Feb. 1, 1953 | 110·3 | 145·6 | 132·0 | 56.72 | 111·9 | 149·7 | 133·2 | 58.82 |
| Mar. 1, 1953 | 110·0 | 147·0 | 133·6 | 57.40 | 112·7 | 151·9 | 134·8 | 59.25 |
| Apr. 1, 1953 | 110·0 | 146·7 | 133·4 | 57.33 | 112·9 | 152·6 | 135·2 | 59.43 |
| May 1, 1953 | 110·9 | 148·2 | 133·9 | 57.52 | 113·1 | 152·9 | 135·2 | 59.43 |
| June 1, 1953 | 112·4 | 151·5 | 134·4 | 57.72 | 113·4 | 154·0 | 135·2 | 59.43 |
| July 1, 1953 | 114·9 | 154·5 | 134·0 | 57.57 | 114·7 | 155·0 | 134·5 | 59.16 |
| Aug. 1, 1953 | 115·6 | 155·3 | 133·9 | 57.52 | 114·4 | 153·9 | 134·0 | 58.93 |
| Sept. 1, 1953 | 116·6 | 157·0 | 134·1 | 57.61 | 115·6 | 155·4 | 133·8 | 58.83 |
| Oct. 1, 1953 | 116·9 | 158·7 | 135·3 | 58.11 | 115·2 | 157·1 | 135·8 | 59.69 |
| Nov. 1, 1953 | 115·9 | 157·4 | 135·3 | 58.14 | 113·1 | 155·0 | 136·4 | 59.98 |
| Dec. 1, 1953 | 114·1 | 154·9 | 135·3 | 58.13 | 110·9 | 152·8 | 137·1 | 60.29 |
| Jan. 1, 1954 | 109·9 | 145·3 | 131·7 | 56.56 | 108·0 | 143·7 | 132·5 | 58.24 |
| Feb. 1, 1954 | 107·0 | 146·2 | 136·1 | 58.47 | 108·3 | 150·0 | 137·8 | 60.60 |
| Mar. 1, 1954 | 106·6 | 147·6 | 137·8 | 59.22 | 108·3 | 151·2 | 139·0 | 61.13 |
| Apr. 1, 1954 | 105·6 | 145·7 | 137·5 | 59.06 | 107·9 | 150·8 | 139·2 | 61.19 |
| May 1, 1954 | 106·2 | 146·8 | 137·7 | 59.15 | 107·3 | 150·3 | 139·4 | 61.30 |
| June 1, 1954 | 109·0 | 148·9 | 136·0 | 58.42 | 107·7 | 149·0 | 137·7 | 60.54 |
| July 1, 1954 | 111·7 | 153·9 | 137·3 | 58.98 | 108·8 | 151·7 | 138·7 | 60.99 |
| Aug. 1, 1954 | 112·1 | 155·0 | 137·6 | 59.12 | 107·9 | 150·7 | 138·9 | 61.06 |

[1] Includes (1) Forestry (chiefly logging). (2) Mining (including milling), quarrying and oil wells. (3) Manufacturing, (4) Construction. (5) Transportation, storage and communication. (6) Public utility operation. (7) Trade. (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

## TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, D.B.S.

| Area and Industries | Index Numbers (1949 = 100) | | | | | | Average Weekly Wages and Salaries, in Dollars | | |
|---|---|---|---|---|---|---|---|---|---|
| | EMPLOYMENT | | | PAYROLLS | | | | | |
| | Aug. 1, 1954 | July 1, 1954 | Aug. 1, 1953 | Aug. 1, 1954 | July 1, 1954 | Aug. 1, 1953 | Aug. 1, 1954 | July 1, 1954 | Aug. 1, 1953 |
| (a) PROVINCES | | | | | | | | | |
| Newfoundland | 138·1 | 134·9 | 156·6 | 201·9 | 196·9 | 244·6 | 54.86 | 54.79 | 58.62 |
| Prince Edward Island | 119·4 | 115·1 | 124·6 | 156·7 | 152·3 | 162·7 | 44.27 | 44.58 | 44.02 |
| Nova Scotia | 99·9 | 99·2 | 104·2 | 132·8 | 132·0 | 134·5 | 49.73 | 49.77 | 48.26 |
| New Brunswick | 100·3 | 97·8 | 105·4 | 131·8 | 129·5 | 135·6 | 49.71 | 50.08 | 48.65 |
| Quebec | 110·8 | 110·6 | 114·0 | 152·3 | 151·0 | 150·4 | 56.44 | 56.09 | 54.43 |
| Ontario | 111·2 | 112·2 | 115·4 | 154·6 | 155·5 | 155·5 | 61.51 | 61.34 | 59.66 |
| Manitoba | 108·5 | 106·2 | 110·5 | 145·6 | 141·4 | 143·4 | 57.06 | 56.63 | 55.30 |
| Saskatchewan | 127·3 | 123·0 | 123·3 | 175·0 | 166·7 | 165·1 | 56.92 | 56.10 | 55.49 |
| Alberta | 136·8 | 130·9 | 135·2 | 185·4 | 176·6 | 181·9 | 60.18 | 59.90 | 59.84 |
| British Columbia | 111·4 | 109·2 | 114·2 | 157·7 | 156·5 | 159·5 | 64.62 | 65.40 | 63.83 |
| **CANADA** | **112·1** | **111·7** | **115·6** | **155·0** | **153·9** | **155·3** | **59.12** | **58.98** | **57.52** |
| (b) METROPOLITAN AREAS | | | | | | | | | |
| St. John's | 118·8 | 115·8 | 123·2 | 161·1 | 155·3 | 161·3 | 43.75 | 43.25 | 42.14 |
| Sydney | 92·6 | 93·9 | 98·3 | 121·0 | 121·7 | 128·4 | 61.34 | 60.82 | 61.27 |
| Halifax | 112·7 | 111·9 | 113·6 | 150·6 | 148·7 | 147·0 | 47.52 | 47.27 | 46.05 |
| Saint John | 97·1 | 98·3 | 100·9 | 126·1 | 130·2 | 125·7 | 46.60 | 47.54 | 44.69 |
| Quebec | 114·2 | 113·8 | 113·7 | 155·4 | 152·1 | 151·2 | 48.36 | 47.49 | 47.19 |
| Sherbrooke | 99·6 | 99·3 | 104·1 | 132·0 | 126·7 | 134·5 | 47.80 | 46.04 | 46.65 |
| Three Rivers | 110·0 | 107·5 | 107·4 | 149·0 | 148·0 | 139·7 | 55.65 | 56.59 | 53.45 |
| Drummondville | 67·7 | 67·2 | 83·4 | 89·5 | 88·3 | 110·4 | 51.33 | 51.06 | 51.50 |
| Montreal | 110·5 | 111·5 | 113·3 | 151·6 | 152·2 | 150·9 | 57.30 | 57.00 | 55.21 |
| Ottawa—Hull | 112·4 | 112·1 | 109·7 | 157·5 | 155·5 | 145·6 | 55.22 | 54.65 | 52.17 |
| Peterborough | 96·2 | 97·3 | 98·0 | 132·3 | 134·7 | 130·2 | 61.64 | 62.01 | 59.57 |
| Oshawa | 133·3 | 139·2 | 160·8 | 168·7 | 174·5 | 207·0 | 64.45 | 63.86 | 65.58 |
| Niagara Falls | 145·0 | 145·3 | 167·5 | 213·6 | 217·4 | 244·5 | 67.18 | 68.26 | 66.56 |
| St. Catharines | 109·1 | 109·7 | 122·3 | 149·0 | 149·6 | 163·4 | 67.21 | 67.06 | 65.75 |
| Toronto | 119·1 | 120·9 | 118·6 | 169·5 | 171·0 | 161·7 | 63.00 | 62.61 | 60.37 |
| Hamilton | 103·2 | 104·2 | 111 7 | 140·8 | 142·8 | 147·0 | 63.29 | 63.55 | 61.24 |
| Brantford | 80·9 | 85·0 | 85·5 | 108·3 | 114·2 | 110·8 | 58.73 | 58.88 | 56.82 |
| Galt | 99·0 | 98·8 | 106·0 | 136·6 | 136·9 | 143·9 | 54.22 | 54.47 | 53.38 |
| Kitchener | 102·5 | 103·7 | 107·6 | 143·6 | 145·2 | 144·4 | 57.01 | 56.98 | 54.66 |
| Sudbury | 137·1 | 137·0 | 133·9 | 186·0 | 184·3 | 185·8 | 72.63 | 71.98 | 74.27 |
| London | 109·3 | 112·7 | 113·0 | 150·7 | 156·2 | 152·7 | 55.94 | 56.24 | 54.84 |
| Sarnia | 123·7 | 123·0 | 125·2 | 191·4 | 191·5 | 183·2 | 75.25 | 75.67 | 71.24 |
| Windsor | 89·4 | 97·1 | 113·6 | 120·0 | 130·5 | 151·9 | 67.64 | 67.78 | 67.42 |
| Sault Ste. Marie | 101·9 | 109·3 | 142·8 | 141·0 | 144·9 | 191·6 | 70.60 | 67.65 | 68.58 |
| Ft. William—Pt. Arthur | 112·5 | 108·6 | 126·6 | 153·5 | 147·6 | 168·6 | 61.21 | 60.97 | 60.06 |
| Winnipeg | 105·5 | 104·6 | 105·3 | 144·6 | 141·9 | 137·4 | 54.34 | 53.77 | 51.87 |
| Regina | 127·0 | 124·6 | 113·8 | 184·4 | 178·5 | 153·9 | 55.45 | 54.74 | 51.74 |
| Saskatoon | 129·6 | 126·6 | 124·4 | 182·8 | 177·1 | 168·2 | 52.66 | 52.21 | 50.45 |
| Edmonton | 150·1 | 148·1 | 152·8 | 213·1 | 211·0 | 224·3 | 57.81 | 58.00 | 59.85 |
| Calgary | 139·2 | 133·3 | 132·7 | 194·8 | 185·2 | 176·8 | 58.83 | 58.39 | 56.15 |
| Vancouver | 104·2 | 103·2 | 103·9 | 147·6 | 146·6 | 141·4 | 61.99 | 62.18 | 59.64 |
| Victoria | 112·8 | 111·0 | 109·1 | 158·2 | 156·5 | 151·5 | 58.35 | 58.64 | 57.85 |
| (c) INDUSTRIES | | | | | | | | | |
| Forestry (chiefly logging) | 89·9 | 90·6 | 86·7 | 135·3 | 134·6 | 128·7 | 60.03 | 59.30 | 59.21 |
| Mining | 113·5 | 111·5 | 114·7 | 154·5 | 152·0 | 153·0 | 69.93 | 70.03 | 68.54 |
| Manufacturing | 107·9 | 108·8 | 114·4 | 150·7 | 151·7 | 153·9 | 61.06 | 60.99 | 58.93 |
| Durable Goods [1] | 114·4 | 116·2 | 125·0 | 159·5 | 161·5 | 169·1 | 65.45 | 65.24 | 63.59 |
| Non-Durable Goods | 102·4 | 102·4 | 105·2 | 142·0 | 142·0 | 138·8 | 56.84 | 56.83 | 54.10 |
| Construction | 124·2 | 118·0 | 135·4 | 185·3 | 175·1 | 200·7 | 61.79 | 61.41 | 61.34 |
| Transportation, storage, communication | 113·2 | 111·5 | 115·9 | 147·7 | 145·4 | 148·1 | 62.65 | 62.59 | 61.35 |
| Public utility operation | 121·4 | 119·4 | 117·8 | 170·5 | 169·0 | 160·2 | 66.85 | 67.35 | 65.01 |
| Trade | 114·0 | 114·7 | 111·8 | 157·8 | 157·8 | 148·3 | 51.29 | 51.00 | 49.05 |
| Finance, insurance and real estate | 127·8 | 127·3 | 120·6 | 164·3 | 163·9 | 148·7 | 54.31 | 54.35 | 52.07 |
| Service [2] | 118·8 | 117·0 | 113·1 | 156·9 | 154·6 | 144·2 | 38.46 | 38.50 | 36.76 |
| Industrial composite | 112·1 | 111·7 | 115·6 | 155·0 | 153·9 | 155·3 | 59.12 | 58.98 | 57.52 |

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

**Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.**

## TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

| Year and Month | All Manufactures | | | Durable Goods | | | Non-Durable Goods | | |
|---|---|---|---|---|---|---|---|---|---|
| | Average Hours | Average Hourly Earnings | Average Weekly Wages | Average Hours | Average Hourly Earnings | Average Weekly Wages | Average Hours | Average Hourly Earnings | Average Weekly Wages |
| | No. | cts. | $ | No. | cts. | $ | No. | cts. | $ |
| 1945—Average | 44·3 | 69·4 | 30.74 | 44·7 | 76·7 | 34.28 | 43·7 | 60·7 | 26.53 |
| 1946—Average | 42·7 | 70·0 | 29.87 | 42·8 | 76·4 | 32.70 | 42·6 | 63·8 | 27.18 |
| 1947—Average | 42·5 | 80·3 | 34.13 | 42·7 | 87·2 | 37.23 | 42·3 | 73·4 | 31.05 |
| 1948—Average | 42·2 | 91·3 | 38.53 | 42·3 | 98·4 | 41.62 | 42·0 | 84·0 | 35.28 |
| 1949—Average | 42·3 | 98·6 | 41.71 | 42·5 | 106·5 | 45.26 | 42·0 | 90·6 | 38.05 |
| 1950—Average | 42·3 | 103·6 | 43.82 | 42·5 | 112·0 | 47.60 | 42·2 | 95·2 | 40.17 |
| 1951—Average | 41·8 | 116·8 | 48.82 | 42·0 | 125·8 | 52.84 | 41·7 | 107·2 | 44.70 |
| 1952—Average | 41·5 | 129·2 | 53.62 | 41·6 | 139·8 | 58.16 | 41·3 | 117·4 | 48.49 |
| 1953—Average | 41·3 | 135·8 | 56.09 | 41·6 | 147·1 | 61.19 | 40·9 | 122·9 | 50.27 |
| Aug. 1, 1952 | 41·1 | 128·9 | 52.98 | 41·1 | 139·4 | 57.29 | 41·1 | 117·5 | 48.29 |
| *Jan. 1, 1953 | 38·3 | 134·0 | 51.32 | 38·5 | 144·5 | 55.63 | 38·2 | 121·8 | 46.53 |
| Feb. 1, 1953 | 41·9 | 134·2 | 56.23 | 41·9 | 145·7 | 61.05 | 41·8 | 120·8 | 50.49 |
| Mar. 1, 1953 | 42·1 | 134·4 | 56.58 | 42·4 | 146·3 | 62.03 | 41·7 | 120·7 | 50.33 |
| Apr. 1, 1953 | 42·1 | 134·9 | 56.79 | 42·3 | 146·7 | 62.05 | 41·8 | 121·3 | 50.70 |
| May 1, 1953 | 41·8 | 135·5 | 56.64 | 42·2 | 146·8 | 61.95 | 41·5 | 122·4 | 50.80 |
| June 1, 1953 | 41·7 | 135·9 | 56.67 | 42·1 | 146·8 | 61.80 | 41·3 | 123·1 | 50.84 |
| July 1, 1953 | 41·3 | 136·2 | 56.25 | 41·9 | 147·0 | 61.59 | 40·8 | 123·5 | 50.39 |
| Aug. 1, 1953 | 41·0 | 136·0 | 55.76 | 41·4 | 147·1 | 60.90 | 40·6 | 123·4 | 50.10 |
| Sept. 1, 1953 | 41·0 | 135·7 | 55.64 | 41·3 | 147·3 | 60.83 | 40·6 | 123·0 | 50.18 |
| Oct. 1, 1953 | 41·5 | 136·6 | 56.69 | 41·9 | 148·5 | 62.22 | 41·1 | 123·7 | 50.84 |
| Nov. 1, 1953 | 41·4 | 137·4 | 56.88 | 41·7 | 148·8 | 62.05 | 41·0 | 124·8 | 51.17 |
| Dec. 1, 1953 | 41·2 | 138·4 | 57.02 | 41·7 | 149·5 | 62.34 | 40·7 | 126·1 | 51.32 |
| *Jan. 1, 1954 | 38·5 | 140·4 | 54.05 | 39·1 | 150·1 | 58.69 | 37·8 | 129·1 | 48.80 |
| Feb. 1, 1954 | 40·7 | 140·4 | 57.14 | 40·8 | 151·4 | 61.77 | 40·6 | 127·9 | 51.93 |
| Mar. 1, 1954 | 41·1 | 140·6 | 57.79 | 41·3 | 151·6 | 62.61 | 40·8 | 128·2 | 52.31 |
| Apr. 1, 1954 | 40·9 | 141·0 | 57.67 | 41·0 | 151·7 | 62.20 | 40·7 | 129·0 | 52.50 |
| May 1, 1954 | 40·6 | 141·8 | 57.57 | 40·9 | 152·3 | 62.29 | 40·3 | 129·9 | 52.35 |
| June 1, 1954 | 39·8 | 142·2 | 56.60 | 40·0 | 152·1 | 60.84 | 39·6 | 131·4 | 52.03 |
| July 1, 1954 | 40·5 | 141·6 | 57.35 | 40·9 | 151·6 | 62.00 | 40·1 | 130·8 | 52.45 |
| Aug. 1, 1954 | 40·6 | 141·1 | 57.29 | 40·9 | 151·6 | 62.00 | 40·3 | 130·2 | 52.47 |

*The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

## TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

| | Average Hours Worked | | | Average Hourly Earnings (in cents) | | |
|---|---|---|---|---|---|---|
| | Aug. 1, 1954 | July 1, 1954 | Aug. 1, 1953 | Aug. 1, 1954 | July 1, 1954 | Aug. 1, 1953 |
| Newfoundland | 42·1 | 42·8 | 40·9 | 133·9 | 131·5 | 129·6 |
| Nova Scotia | 41·3 | 41·0 | 41·2 | 120·7 | 123·3 | 119·8 |
| New Brunswick | 42·6 | 42·9 | 42·8 | 122·3 | 122·4 | 116·3 |
| Quebec | 41·6 | 41·0 | 42·3 | 128·0 | 129·1 | 121·9 |
| Ontario | 40·3 | 40·4 | 40·6 | 148·6 | 148·3 | 144·2 |
| Manitoba | 40·3 | 40·2 | 40·0 | 135·1 | 134·8 | 131·7 |
| Saskatchewan | 40·5 | 40·8 | 40·3 | 145·1 | 144·9 | 136·8 |
| Alberta | 39·9 | 40·1 | 40·3 | 144·6 | 145·9 | 140·1 |
| British Columbia | 38·2 | 38·1 | 38·3 | 168·4 | 169·7 | 161·3 |
| Montreal | 40·3 | 39·8 | 41·1 | 134·0 | 135·0 | 128·6 |
| Toronto | 40·3 | 40·3 | 40·4 | 150·9 | 150·3 | 144·4 |
| Hamilton | 39·5 | 39·8 | 39·5 | 158·7 | 159·0 | 156·2 |
| Windsor | 39·1 | 39·6 | 39·7 | 167·1 | 168·1 | 168·5 |
| Winnipeg | 39·9 | 39·9 | 39·6 | 133·6 | 133·5 | 130·3 |
| Vancouver | 38·0 | 38·2 | 37·8 | 167·4 | 168·9 | 161·1 |

## TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

| Industry | Average Hours | | | Average Hourly Earnings | | | Average Weekly Wages | | |
|---|---|---|---|---|---|---|---|---|---|
| | Aug. 1 1954 | July 1 1954 | Aug. 1 1953 | Aug. 1 1954 | July 1 1954 | Aug. 1 1953 | Aug. 1 1954 | July 1 1954 | Aug. 1 1953 |
| | no. | no. | no. | cts. | cts. | cts. | $ | $ | $ |
| **Mining** | **42·7** | **42·8** | **42·8** | **155·8** | **156·1** | **152·7** | **66.53** | **66.81** | **65.36** |
| Metal mining | 44·0 | 44·1 | 44·1 | 160·0 | 160·8 | 155·5 | 70.40 | 70.91 | 68.58 |
| Gold | 45·6 | 46·0 | 46·0 | 138·4 | 139·1 | 132·2 | 63.11 | 63.99 | 60.81 |
| Other metal | 43·1 | 43·0 | 43·0 | 173·0 | 174·0 | 170·3 | 74.56 | 74.82 | 73.23 |
| Fuels | 39·9 | 39·8 | 39·7 | 152·3 | 151·2 | 153·7 | 60.77 | 60.18 | 61.02 |
| Coal | 38·7 | 39·4 | 38·5 | 146·5 | 146·3 | 149·8 | 56.70 | 57.64 | 57.67 |
| Oil and natural gas | 43·4 | 41·4 | 43·5 | 168·1 | 166·9 | 164·6 | 72.96 | 69.10 | 71.60 |
| Non-metal | 43·0 | 42·9 | 43·5 | 144·9 | 144·8 | 140·3 | 62.31 | 62.12 | 61.03 |
| **Manufacturing** | **40·6** | **40·5** | **41·0** | **141·1** | **141·6** | **136·0** | **57.29** | **57.35** | **55.76** |
| Food and beverages | 40·9 | 41·3 | 41·5 | 119·7 | 121·4 | 114·3 | 48.96 | 50.14 | 47.43 |
| Meat products | 40·3 | 41·4 | 40·4 | 147·1 | 148·6 | 142·0 | 59.28 | 61.52 | 57.37 |
| Canned and preserved fruits and vegetables | 38·1 | 37·8 | 37·7 | 97·3 | 101·1 | 93·3 | 37.07 | 38.22 | 35.17 |
| Grain mill products | 42·3 | 42·3 | 41·6 | 138·6 | 138·2 | 129·3 | 58.63 | 58.46 | 53.79 |
| Bread and other bakery products | 44·3 | 43·7 | 44·3 | 106·2 | 109·7 | 105·3 | 47.05 | 47.94 | 46.65 |
| Distilled and malt liquors | 39·9 | 40·9 | 43·4 | 157·9 | 156·2 | 145·6 | 63.00 | 63.89 | 63.19 |
| Tobacco and tobacco products | 40·6 | 40·6 | 39·4 | 142·7 | 143·2 | 137·2 | 57.94 | 58.14 | 54.06 |
| Rubber products | 41·0 | 40·7 | 38·8 | 146·0 | 146·0 | 142·3 | 59.86 | 59.42 | 56.64 |
| Leather products | 38·8 | 37·8 | 39·1 | 99·4 | 100·4 | 96·6 | 38.57 | 37.95 | 37.77 |
| Boots and shoes (except rubber) | 38·7 | 37·1 | 38·4 | 95·8 | 96·7 | 93·2 | 37.07 | 35.88 | 35.79 |
| Textile products (except clothing) | 40·7 | 41·0 | 40·3 | 108·9 | 110·8 | 107·4 | 44.32 | 45.43 | 43.28 |
| Cotton yarn and broad woven goods | 37·3 | 38·9 | 37·3 | 110·1 | 111·7 | 109·6 | 41.07 | 43.45 | 40.88 |
| Woollen goods | 43·6 | 43·1 | 42·8 | 104·2 | 104·3 | 101·7 | 45.43 | 44.95 | 43.53 |
| Synthetic textiles and silk | 44·1 | 43·0 | 43·5 | 112·8 | 116·1 | 110·3 | 49.74 | 49.92 | 47.98 |
| Clothing (textile and fur) | 36·2 | 34·6 | 37·4 | 98·5 | 98·8 | 95·4 | 35.66 | 34.18 | 35.68 |
| Men's clothing | 35·4 | 34·5 | 36·5 | 98·6 | 97·2 | 92·8 | 34.20 | 33.53 | 33.87 |
| Women's clothing | 35·1 | 31·9 | 35·7 | 104·9 | 103·3 | 103·4 | 36.82 | 32.95 | 36.91 |
| Knit goods | 38·1 | 36·3 | 39·4 | 98·1 | 99·3 | 94·7 | 37.38 | 36.05 | 37.31 |
| *Wood products | 41·9 | 41·7 | 42·3 | 125·4 | 125·2 | 119·7 | 52.54 | 52.21 | 50.63 |
| Saw and planing mills | 41·5 | 41·3 | 41·9 | 132·4 | 132·3 | 126·1 | 54.95 | 54.64 | 52.84 |
| Furniture | 42·3 | 41·6 | 42·8 | 114·2 | 114·5 | 110·2 | 48.31 | 47.63 | 47.17 |
| Other wood products | 43·1 | 43·4 | 43·7 | 108·8 | 108·4 | 105·3 | 46.89 | 47.05 | 46.02 |
| Paper products | 42·9 | 42·8 | 43·5 | 161·1 | 160·8 | 151·8 | 69.11 | 68.82 | 66.03 |
| Pulp and paper mills | 43·3 | 43·1 | 43·9 | 171·1 | 171·3 | 161·6 | 74.09 | 73.83 | 70.94 |
| Other paper products | 41·7 | 41·9 | 42·4 | 128·6 | 127·4 | 121·3 | 53.63 | 53.38 | 51.43 |
| Printing, publishing and allied industries | 40·0 | 40·1 | 39·6 | 165·5 | 165·5 | 158·0 | 66.20 | 66.37 | 62.57 |
| *Iron and steel products | 41·1 | 41·0 | 41·3 | 157·8 | 158·1 | 153·6 | 64.86 | 64.82 | 63.44 |
| Agricultural implements | 40·2 | 39·5 | 38·8 | 164·2 | 167·4 | 160·1 | 66.01 | 66.12 | 62.12 |
| Fabricated and structural steel | 41·2 | 41·6 | 40·7 | 165·8 | 167·7 | 163·5 | 68.31 | 69.76 | 66.54 |
| Hardware and tools | 40·9 | 41·1 | 40·6 | 145·0 | 143·6 | 137·8 | 59.31 | 59.02 | 55.95 |
| Heating and cooking appliances | 39·9 | 41·2 | 41·4 | 138·8 | 138·9 | 132·1 | 55.38 | 57.23 | 54.69 |
| Iron castings | 41·9 | 41·2 | 41·8 | 156·7 | 155·8 | 150·5 | 65.66 | 64.19 | 62.91 |
| Machinery manufacturing | 41·3 | 41·8 | 42·3 | 152·6 | 152·7 | 145·4 | 63.02 | 63.83 | 61.50 |
| Primary iron and steel | 41·1 | 40·2 | 40·7 | 171·2 | 171·1 | 169·8 | 70.36 | 68.78 | 69.11 |
| Sheet metal products | 41·2 | 41·9 | 41·6 | 153·7 | 154·4 | 146·1 | 63.32 | 64.69 | 60.78 |
| Transportation equipment | 40·0 | 40·1 | 40·9 | 162·0 | 161·1 | 157·4 | 64.80 | 64.60 | 64.38 |
| Aircraft and parts | 41·1 | 41·1 | 43·0 | 171·3 | 168·5 | 157·3 | 70.40 | 69.25 | 67.64 |
| Motor vehicles | 39·1 | 38·5 | 40·6 | 170·1 | 170·2 | 171·9 | 66.51 | 65.53 | 69.79 |
| Motor vehicle parts and accessories | 38·7 | 38·2 | 39·7 | 160·7 | 158·8 | 157·1 | 62.19 | 60.66 | 62.37 |
| Railroad and rolling stock equipment | 39·6 | 39·8 | 39·1 | 158·8 | 158·6 | 157·5 | 62.88 | 63.12 | 61.58 |
| Shipbuilding and repairing | 41·3 | 42·2 | 42·9 | 150·7 | 151·0 | 144·4 | 62.24 | 63.72 | 61.95 |
| *Non-ferrous metal products | 40·7 | 40·8 | 41·9 | 159·9 | 159·7 | 152·2 | 65.08 | 65.16 | 63.77 |
| Aluminum products | 40·8 | 40·1 | 41·9 | 145·8 | 146·2 | 140·8 | 59.49 | 58.63 | 59.00 |
| Brass and copper products | 40·9 | 40·5 | 41·2 | 150·6 | 149·6 | 143·3 | 61.60 | 60.59 | 59.04 |
| Smelting and refining | 41·0 | 41·3 | 42·8 | 172·4 | 172·0 | 164·7 | 70.68 | 71.04 | 70.49 |
| *Electrical apparatus and supplies | 39·9 | 40·1 | 40·4 | 151·9 | 151·4 | 143·8 | 60.61 | 60.71 | 58.10 |
| Heavy electrical machinery and equipment | 40·1 | 40·2 | 40·9 | 167·3 | 167·9 | 157·4 | 67.09 | 67.50 | 64.38 |
| *Non-metalllic mineral products | 43·5 | 43·3 | 43·5 | 142·2 | 141·0 | 136·1 | 61.86 | 61.05 | 59.20 |
| Clay products | 44·5 | 44·6 | 44·9 | 132·9 | 132·4 | 123·1 | 59.14 | 59.05 | 55.27 |
| Glass and glass products | 41·5 | 42·3 | 43·6 | 139·1 | 138·2 | 132·2 | 57.73 | 58.46 | 57.64 |
| Products of petroleum and coal | 41·8 | 41·0 | 41·0 | 187·9 | 187·9 | 177·7 | 78.54 | 77.04 | 72.86 |
| Chemical products | 41·5 | 41·1 | 41·9 | 147·2 | 146·3 | 139·4 | 61.09 | 60.13 | 58.41 |
| Medicinal and pharmaceutical preparations | 40·6 | 41·5 | 41·2 | 120·7 | 121·5 | 114·3 | 49.00 | 50.42 | 47.09 |
| Acids, alkalis and salts | 42·1 | 42·2 | 41·9 | 168·1 | 165·2 | 157·6 | 70.77 | 69.71 | 66.03 |
| Miscellaneous manufacturing industries | 40·7 | 41·0 | 41·1 | 116·8 | 116·3 | 111·7 | 47.54 | 47.68 | 45.91 |
| *Durable goods | 40·9 | 40·9 | 41·4 | 151·6 | 151·6 | 147·1 | 62.00 | 62.00 | 60.90 |
| Non-durable goods | 40·3 | 40·1 | 40·6 | 130·2 | 130·8 | 123·4 | 52.47 | 52.45 | 50.10 |
| Construction | 41·9 | 41·0 | 43·0 | 145·6 | 147·5 | 142·5 | 61.01 | 60.48 | 61.28 |
| Buildings and structures | 41·9 | 40·8 | 41·9 | 157·2 | 159·3 | 156·0 | 65.87 | 64.99 | 65.36 |
| Highways, bridges and streets | 41·9 | 41·4 | 42·3 | 121·4 | 121·8 | 112·1 | 50.87 | 50.43 | 47.42 |
| Electric and motor transportation | 44·5 | 45·0 | 43·6 | 142·3 | 140·7 | 136·5 | 63.32 | 63.32 | 59.51 |
| Service | 41·2 | 41·2 | 42·0 | 81·2 | 81·9 | 77·0 | 33.45 | 33.74 | 32.34 |
| Hotels and restaurants | 42·1 | 41·8 | 42·8 | 79·8 | 80·5 | 76·1 | 33.60 | 33.65 | 32.57 |
| Laundries and dry cleaning plants | 40·0 | 41·0 | 41·3 | 79·7 | 80·6 | 74·8 | 31.88 | 33.05 | 30.89 |

* Durable manufactured goods industries.

## TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

| Period | Average Hours Worked per Week | Average Hourly Earnings | Average Weekly Earnings | Index Numbers (av. 1949 = 100) | | |
|---|---|---|---|---|---|---|
| | | | | Average Weekly Earnings | Consumer Price Index | Average RealWeekly Earnings |
| | | cts. | $ | | | |
| Monthly Average 1945 | 44·3 | 69·4 | 30.74 | 73·7 | 75·0 | 98·3 |
| Monthly Average 1946 | 42·7 | 70·0 | 29.87 | 71·6 | 77·5 | 92·4 |
| Monthly Average 1947 | 42·5 | 80·3 | 34·13 | 81·8 | 84·8 | 96·5 |
| Monthly Average 1948 | 42·2 | 91·3 | 38.53 | 92·4 | 97·0 | 95·3 |
| Monthly Average 1949 | 42·3 | 98·6 | 41.71 | 100·0 | 100·0 | 100·0 |
| Monthly Average 1950 | 42·3 | 103·6 | 43.82 | 105·1 | 102·9 | 102·1 |
| Monthly Average 1951 | 41·8 | 116·8 | 48.82 | 117·0 | 113·7 | 102·9 |
| Monthly Average 1952 | 41·5 | 129·2 | 53.62 | 128·6 | 116·5 | 110·4 |
| Monthly Average 1953 | 41·3 | 135·8 | 56.09 | 134·5 | 115·5 | 116·5 |
| Week Preceding: | | | | | | |
| August 1, 1953 | 41·0 | 136·0 | 55.76 | 133·7 | 115·7 | 115·6 |
| September 1, 1953 | 41·0 | 135·7 | 55.64 | 133·4 | 116·2 | 114·8 |
| October 1, 1953 | 41·5 | 136·6 | 56.69 | 135·9 | 116·7 | 116·5 |
| November 1, 1953 | 41·4 | 137·4 | 56.88 | 136·4 | 116·2 | 117·4 |
| December 1, 1953 | 41·2 | 138·4 | 57.02 | 136·7 | 115·8 | 118·0 |
| January 1, 1954 | 41·0* | 140·4 | 57.56* | 138·0 | 115·7 | 119·3 |
| February 1, 1954 | 40·7 | 140·4 | 57.14 | 137·0 | 115·7 | 118·4 |
| March 1, 1954 | 41·1 | 140·6 | 57.79 | 138·6 | 115·5 | 120·0 |
| April 1, 1954 | 40·9 | 141·0 | 57.67 | 138·3 | 115·6 | 119·6 |
| May 1, 1954 | 40·6 | 141·8 | 57.57 | 138·0 | 115·5 | 119·5 |
| June 1, 1954 | 39·8 | 142·2 | 56.60 | 135·7 | 116·1 | 116·9 |
| July 1, 1954 | 40·5 | 141·6 | 57.35 | 137·5 | 116·2 | 118·3 |
| August 1, 1954 (1) | 40·6 | 141·1 | 57.29 | 137·4 | 117·0 | 117·4 |

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1954, are 38·5 hours and $54.05.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

*Form UIC 751:* This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

*Form UIC 757:* This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

### TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: From U.I.C. 757)

| Month | Unfilled Vacancies* | | | Live Applications for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| Date Nearest: | | | | | | |
| October, 1948 | 41,047 | 22,870 | 63,917 | 56,725 | 30,607 | 87,332 |
| October, 1949 | 20,837 | 20,629 | 41,466 | 101,504 | 41,543 | 143,047 |
| October, 1950 | 47,469 | 17,322 | 64,791 | 79,760 | 53,314 | 133,074 |
| October, 1951 | 52,427 | 16,205 | 68,632 | 79,975 | 51,003 | 130,978 |
| October, 1952 | 29,058 | 20,685 | 49,743 | 93,699 | 49,140 | 142,839 |
| October 1, 1953 | 24,025 | 17,806 | 41,831 | 117,827 | 53,453 | 171,280 |
| November 1, 1953 | 15,282 | 13,058 | 28,340 | 144,520 | 60,997 | 205,517 |
| December 1, 1953 | 15,446 | 11,868 | 27,314 | 241,094 | 74,513 | 315,607 |
| January 1, 1954 | 8,298 | 9,121 | 17,419 | 354,965 | 84,306 | 439,271 |
| February 1, 1954 | 8,406 | 9,575 | 17,981 | 439,633 | 103,112 | 542,745 |
| March 1, 1954 | 9,014 | 10,176 | 19,190 | 457,029 | 105,622 | 562,651 |
| April 1, 1954 | 11,434 | 12,293 | 23,727 | 466,120 | 101,933 | 568,053 |
| May 1, 1954 | 14,942 | 15,335 | 30,277 | 378,873 | 86,818 | 465,691 |
| June 1, 1954 | 14,284 | 15,790 | 30,074 | 237,848 | 76,782 | 314,630 |
| July 1, 1954 | 13,251 | 14,417 | 27,668 | 201,931 | 81,112 | 283,043 |
| August 1, 1954 | 12,113 | 12,913 | 25,026 | 181,457 | 77,396 | 258,853 |
| September 1, 1954 (1) | 13,691 | 14,110 | 27,801 | 180,407 | 70,472 | 250,879 |
| October 1, 1954 (1) | 16,388 | 13,018 | 29,406 | 170,883 | 71,561 | 242,444 |

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

## TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT AUGUST 31, 1954 (1)

(SOURCE: Form U.I.C. 751)

| Industry | Male | Female | Total | Change from July 30, 1954 | Change from August 31, 1953 |
|---|---|---|---|---|---|
| **Agriculture, Fishing, Trapping** | **929** | **383** | **1,312** | **— 407** | **— 597** |
| **Forestry** | **1,785** | **3** | **1,788** | **+ 845** | **— 2,126** |
| **Mining, Quarrying and Oil Wells** | **375** | **40** | **415** | **— 299** | **— 177** |
| Metal Mining | 159 | 6 | 165 | + 19 | — 158 |
| Fuels | 133 | 9 | 142 | — 33 | — 5 |
| Non-Metal Mining | 29 | 3 | 32 | — 300 | — 32 |
| Quarrying, Clay and Sand Pits | 11 | 1 | 12 | — 6 | — 7 |
| Prospecting | 43 | 21 | 64 | + 21 | + 25 |
| **Manufacturing** | **2,989** | **3,384** | **6,373** | **+ 626** | **— 4,612** |
| Foods and Beverages | 396 | 339 | 735 | — 758 | — 1,038 |
| Tobacco and Tobacco Products | 9 | 7 | 16 | + 8 | — 30 |
| Rubber Products | 29 | 14 | 43 | — 2 | — 67 |
| Leather Products | 88 | 181 | 269 | + 51 | — 225 |
| Textile Products (except clothing) | 102 | 221 | 323 | + 91 | — 125 |
| Clothing (textile and fur) | 148 | 1,811 | 1,959 | + 458 | — 969 |
| Wood Products | 357 | 93 | 450 | + 51 | — 274 |
| Paper Products | 78 | 58 | 136 | + 38 | — 101 |
| Printing, Publishing and Allied Industries | 118 | 95 | 213 | + 44 | — 157 |
| Iron and Steel Products | 399 | 121 | 520 | + 69 | — 475 |
| Transportation Equipment | 706 | 54 | 760 | + 420 | — 147 |
| Non-Ferrous Metal Products | 72 | 49 | 121 | + 27 | — 189 |
| Electrical Apparatus and Supplies | 211 | 135 | 346 | + 73 | — 134 |
| Non-Metallic Mineral Products | 55 | 18 | 73 | + 8 | — 121 |
| Products of Petroleum and Coal | 15 | 9 | 24 | + 9 | — 27 |
| Chemical Products | 140 | 77 | 217 | + 16 | — 259 |
| Miscellaneous Manufacturing Industries | 66 | 102 | 168 | + 23 | — 274 |
| **Construction** | **2,177** | **72** | **2,249** | **+ 327** | **— 1,980** |
| General Contractors | 1,509 | 48 | 1,557 | + 254 | — 1,557 |
| Special Trade Contractors | 668 | 24 | 692 | + 73 | — 423 |
| **Transportation, Storage and Communication** | **561** | **236** | **797** | **— 69** | **— 818** |
| Transportation | 474 | 93 | 567 | — 32 | — 600 |
| Storage | 19 | 19 | 38 | — 7 | — 47 |
| Communication | 68 | 124 | 192 | — 30 | — 171 |
| **Public Utility Operation** | **56** | **26** | **82** | **— 5** | **— 126** |
| **Trade** | **1,740** | **2,226** | **3,966** | **+ 629** | **— 2,397** |
| Wholesale | 563 | 580 | 1,143 | + 183 | — 573 |
| Retail | 1,177 | 1,646 | 2,823 | + 446 | — 1,824 |
| **Finance, Insurance and Real Estate** | **583** | **504** | **1,087** | **+ 122** | **— 868** |
| **Service** | **2,405** | **7,281** | **9,686** | **+ 535** | **— 3,153** |
| Community or Public Service | 389 | 1,117 | 1,506 | — 64 | — 510 |
| Government Service | 872 | 436 | 1,308 | — 33 | — 465 |
| Recreation Service | 94 | 90 | 184 | — 228 | — 190 |
| Business Service | 554 | 358 | 912 | + 127 | — 54 |
| Personal Service | 496 | 5,280 | 5,776 | + 733 | — 1,934 |
| **Grand Total** | **13,600** | **14,155** | **27,755** | **+ 2,304** | **— 16,854** |

(1) Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

## TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT SEPTEMBER 2, 1954 (1)

(Source: Form U.I.C. 757)

| Occupational Group | Unfilled Vacancies (2) | | | Live Applications for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| Professional and managerial workers | 1,510 | 821 | 2,331 | 4,354 | 1,076 | 5,430 |
| Clerical workers | 894 | 2,925 | 3,819 | 9,568 | 19,975 | 29,543 |
| Sales workers | 1,330 | 1,203 | 2,533 | 4,011 | 8,327 | 12,338 |
| Personal and domestic service workers | 540 | 5,919 | 6,459 | 19,834 | 11,236 | 31,070 |
| Seamen | 5 | ..... | 5 | 835 | 1 | 836 |
| Agriculture and fishing | 1,096 | 48 | 1,144 | 1,287 | 162 | 1,449 |
| Skilled and semiskilled workers | 6,227 | 2,438 | 8,665 | 76,597 | 17,108 | 93,705 |
| Food and kindred products (inc. tobacco) | 39 | 16 | 55 | 887 | 451 | 1,338 |
| Textiles, clothing, etc. | 151 | 1,950 | 2,101 | 3,473 | 10,468 | 13,941 |
| Lumber and wood products | 2,552 | 5 | 2,557 | 6,354 | 165 | 6,519 |
| Pulp, paper (inc. printing) | 48 | 18 | 66 | 775 | 448 | 1,223 |
| Leather and leather products | 80 | 122 | 202 | 936 | 907 | 1,843 |
| Stone, clay and glass products | 16 | ..... | 16 | 204 | 61 | 265 |
| Metalworking | 472 | 31 | 503 | 15,956 | 1,151 | 17,107 |
| Electrical | 172 | 19 | 191 | 1,647 | 896 | 2,543 |
| Transportation equipment | 4 | 1 | 5 | 1,612 | 195 | 1,807 |
| Mining | 104 | ..... | 104 | 1,442 | ..... | 1,442 |
| Construction | 1,002 | 4 | 1,006 | 13,107 | 5 | 13,112 |
| Transportation (except seamen) | 412 | 16 | 428 | 10,841 | 98 | 10,939 |
| Communications and public utility | 73 | 9 | 82 | 384 | 4 | 388 |
| Trade and service | 182 | 184 | 366 | 2,089 | 1,163 | 3,252 |
| Other skilled and semiskilled | 746 | 59 | 805 | 13,010 | 794 | 13,804 |
| Foremen | 46 | 4 | 50 | 1,625 | 295 | 1,920 |
| Apprentices | 128 | ..... | 128 | 2,255 | 7 | 2,262 |
| Unskilled workers | 2,089 | 756 | 2,845 | 63,921 | 12,587 | 76,508 |
| Food and tobacco | 258 | 206 | 464 | 1,365 | 1,913 | 3,278 |
| Lumber and lumber products | 142 | 12 | 154 | 5,095 | 242 | 5,337 |
| Metalworking | 61 | 13 | 74 | 6,484 | 571 | 7,055 |
| Construction | 825 | ..... | 825 | 18,590 | 5 | 18,595 |
| Other unskilled workers | 803 | 525 | 1,328 | 32,387 | 9,856 | 42,243 |
| **Grand Total** | **13,691** | **14,110** | **27,801** | **180,407** | **70,472** | **250,879** |

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, AUGUST, 1954; LIVE APPLICATIONS AT SEPTEMBER 30, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C.757 [2] Live Applications at Sept. 30, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning of Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning of Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **Newfoundland** | **520** | **539** | **487** | **54** | **4,974** | **1,710** | **399** | **248** | **23** | **44** | **4,125** | **3,508** |
| Corner Brook | 39 | 163 | 43 | 15 | 1,700 | 265 | 97 | 83 | 14 | ..... | 1,464 | 1,152 |
| Grand Falls | 1 | 2 | ..... | ..... | 380 | 151 | 4 | 2 | ..... | 4 | 329 | 231 |
| St. John's | 480 | 374 | 444 | 39 | 2,894 | 1,294 | 298 | 163 | 9 | 40 | 2,332 | 2,125 |
| **Prince Edward Island** | **676** | **374** | **104** | ..... | **1,035** | **833** | **499** | **290** | **91** | **32** | **852** | **1,011** |
| Charlottetown | 177 | 252 | 69 | ..... | 640 | 477 | 316 | 203 | 56 | 21 | 489 | 641 |
| Summerside | 499 | 122 | 35 | ..... | 395 | 356 | 183 | 87 | 35 | 11 | 363 | 370 |
| **Nova Scotia** | **1,188** | **2,466** | **1,154** | **50** | **12,220** | **7,147** | **2,756** | **1,429** | **440** | **131** | **12,168** | **11,449** |
| Amherst | 27 | 85 | 19 | ..... | 484 | 249 | 133 | 63 | 7 | 3 | 390 | 336 |
| Bridgewater | 44 | 38 | 51 | ..... | 379 | 250 | 55 | 12 | 1 | 3 | 414 | 414 |
| Halifax | 689 | 1,077 | 647 | 1 | 4,081 | 2,388 | 1,326 | 594 | 278 | 30 | 3,815 | 3,458 |
| Inverness | 1 | 11 | 1 | ..... | 295 | 68 | 10 | 10 | ..... | ..... | 301 | 307 |
| Kentville | 64 | 115 | 73 | ..... | 840 | 349 | 117 | 73 | 3 | ..... | 789 | 727 |
| Liverpool | 68 | 62 | 28 | 2 | 214 | 117 | 31 | 22 | 3 | ..... | 150 | 200 |
| New Glasgow | 72 | 389 | 159 | ..... | 1,991 | 889 | 317 | 207 | 33 | 5 | 1,715 | 1,796 |
| Springhill | 9 | 30 | 1 | ..... | 354 | 1,184 | 33 | 24 | ..... | ..... | 1,369 | 515 |
| Sydney | 159 | 513 | 128 | 47 | 2,574 | 953 | 483 | 220 | 104 | 7 | 2,241 | 2,648 |
| Truro | 30 | 101 | 26 | ..... | 442 | 366 | 119 | 73 | 4 | ..... | 447 | 516 |
| Yarmouth | 25 | 45 | 21 | ..... | 566 | 334 | 132 | 31 | 7 | 83 | 537 | 532 |
| **New Brunswick** | **988** | **4,206** | **1,261** | **339** | **10,614** | **8,512** | **3,837** | **1,859** | **1,153** | **190** | **10,719** | **9,179** |
| Bathurst | 15 | 55 | 14 | ..... | 655 | 275 | 60 | 47 | 2 | 4 | 528 | 474 |
| Campbellton | 36 | 47 | 32 | ..... | 589 | 274 | 27 | 15 | 3 | ..... | 607 | 505 |
| Edmundston | 20 | 94 | 25 | ..... | 659 | 1,528 | 227 | 57 | 7 | 48 | 1,632 | 238 |
| Fredericton | 206 | 1,423 | 414 | 128 | 1,133 | 1,294 | 1,057 | 958 | 14 | 8 | 862 | 800 |
| Minto | 14 | 31 | 14 | ..... | 509 | 368 | 81 | 31 | ..... | 48 | 529 | 605 |
| Moncton | 473 | 1,017 | 515 | 199 | 2,160 | 1,783 | 772 | 362 | 176 | 34 | 1,969 | 2,028 |
| Newcastle | 10 | 47 | 7 | 3 | 725 | 285 | 120 | 35 | 2 | 19 | 650 | 736 |
| Saint John | 180 | 427 | 215 | ..... | 2,863 | 1,286 | 482 | 280 | 61 | 15 | 2,805 | 2,577 |
| St. Stephen | 19 | 926 | 6 | 9 | 793 | 1,149 | 914 | 48 | 847 | ..... | 700 | 768 |
| Sussex | 8 | 48 | 4 | ..... | 131 | 105 | 42 | 17 | 7 | 10 | 128 | 150 |
| Woodstock | 7 | 91 | 15 | ..... | 397 | 165 | 55 | 9 | 34 | 4 | 309 | 298 |
| **Quebec** | **6,625** | **26,601** | **8,003** | **993** | **83,567** | **51,370** | **26,978** | **14,183** | **4,042** | **1,000** | **74,381** | **68,941** |
| Asbestos | 30 | 119 | 9 | 6 | 218 | 332 | 118 | 62 | 19 | ..... | 366 | 327 |
| Beauharnois | 13 | 90 | 15 | 6 | 463 | 204 | 92 | 67 | 6 | ..... | 424 | 503 |
| Buckingham | 16 | 78 | 20 | ..... | 399 | 362 | 75 | 56 | 2 | 7 | 415 | 406 |
| Causapscal | 15 | 236 | 25 | 1 | 388 | 401 | 285 | 224 | 1 | 21 | 306 | 304 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Chandler | 2 | 9 | 4 | ..... | 213 | 114 | 100 | 5 | ..... | 11 | 209 | 177 |
| Chicoutimi | 64 | 387 | 149 | 24 | 895 | 821 | 424 | 130 | 73 | 2 | 710 | 523 |
| Dolbeau | 5 | 48 | 37 | ..... | 531 | 145 | 17 | 7 | 4 | 1 | 390 | 248 |
| Drummondville | 49 | 336 | 35 | 4 | 1,880 | 980 | 399 | 271 | 6 | 16 | 1,639 | 1,538 |
| Farnham | 41 | 101 | 42 | 20 | 290 | 229 | 81 | 54 | ..... | 1 | 330 | 457 |
| Forestville | 2 | 384 | 248 | 89 | 370 | 140 | 47 | 46 | ..... | ..... | 269 | 195 |
| Gaspe | 6 | 51 | 15 | 5 | 212 | 127 | 86 | 17 | ..... | ..... | 208 | 183 |
| Granby | 23 | 237 | 18 | 1 | 1,756 | 790 | 318 | 160 | 75 | 10 | 1,192 | 1,119 |
| Hull | 55 | 333 | 83 | 34 | 1,076 | 1,095 | 302 | 182 | 32 | 22 | 1,243 | 1,334 |
| Joliette | 125 | 200 | 82 | 18 | 1,647 | 1,000 | 218 | 152 | 4 | ..... | 1,426 | 1,389 |
| Jonquiere | 36 | 227 | 52 | 6 | 1,185 | 1,163 | 521 | 150 | 16 | 160 | 1,014 | 745 |
| Lachute | 12 | 40 | 1 | 2 | 270 | 156 | 39 | 31 | 1 | ..... | 277 | 257 |
| La Malbaie | 3 | 130 | 5 | 113 | 156 | 48 | 8 | 2 | ..... | 1 | 132 | 146 |
| La Tuque | 77 | 487 | 69 | 197 | 345 | 409 | 121 | 93 | 5 | ..... | 301 | 310 |
| Levis | 131 | 443 | 175 | 7 | 1,813 | 690 | 374 | 205 | 137 | ..... | 1,478 | 1,186 |
| Louiseville | 42 | 82 | 20 | 6 | 714 | 325 | 87 | 60 | 1 | 1 | 585 | 337 |
| Maniwaki | 9 | 307 | 4 | 5 | 167 | 334 | 329 | 298 | ..... | 23 | 93 | 61 |
| Matane | 25 | 326 | 143 | 15 | 558 | 392 | 278 | 138 | 33 | 2 | 478 | 237 |
| Megantic | 14 | 201 | 10 | ..... | 370 | 469 | 214 | 122 | 9 | 36 | 441 | 344 |
| Mont-Laurier | 5 | 11 | 5 | 3 | 646 | 343 | 10 | 5 | ..... | ..... | 483 | 398 |
| Montmagny | 16 | 70 | 18 | ..... | 656 | 319 | 93 | 11 | 39 | 5 | 553 | 370 |
| Montreal | 3,410 | 12,721 | 4,011 | 14 | 37,181 | 21,147 | 12,130 | 6,583 | 2,329 | 206 | 33,629 | 31,284 |
| New Richmond | 4 | 422 | 55 | 83 | 276 | 401 | 303 | 169 | 73 | ..... | 280 | 226 |
| Port Alfred | 9 | 360 | 6 | 158 | 281 | 246 | 242 | 170 | 1 | 45 | 183 | 168 |
| Quebec | 474 | 2,151 | 750 | 1 | 5,765 | 4,820 | 2,898 | 1,028 | 476 | 80 | 5,293 | 5,348 |
| Rimouski | 19 | 86 | 36 | ..... | 658 | 177 | 198 | 36 | 14 | 72 | 646 | 556 |
| Riviere du Loup | 296 | 185 | 121 | ..... | 1,084 | 232 | 216 | 72 | 6 | 25 | 968 | 803 |
| Roberval | 32 | 72 | 13 | 12 | 552 | 139 | 110 | 32 | 7 | 1 | 238 | 223 |
| Rouyn | 82 | 243 | 121 | ..... | 1,464 | 528 | 350 | 88 | 35 | 16 | 1,335 | 935 |
| Ste. Agathe | 11 | 139 | 17 | 50 | 302 | 214 | 89 | 57 | 2 | 1 | 294 | 301 |
| Ste. Anne de Bellevue | 15 | 131 | 37 | 27 | 327 | 186 | 97 | 54 | 1 | ..... | 333 | 385 |
| Ste. Therese | 56 | 217 | 60 | 25 | 950 | 573 | 235 | 177 | 4 | 5 | 785 | 830 |
| St. Georges Est | 298 | 574 | 320 | ..... | 722 | 784 | 677 | 470 | 1 | 36 | 613 | 575 |
| St. Hyacinthe | 145 | 206 | 51 | 3 | 1,440 | 829 | 235 | 102 | 104 | 3 | 1,243 | 1,081 |
| St. Jean | 79 | 265 | 62 | 12 | 1,074 | 819 | 315 | 183 | 7 | 2 | 1,042 | 1,027 |
| St. Jerome | 31 | 243 | 28 | 9 | 659 | 518 | 259 | 193 | 5 | 14 | 594 | 633 |
| St. Joseph d'Alma | 24 | 596 | 477 | ..... | 781 | 329 | 122 | 118 | 2 | ..... | 702 | 592 |
| Sept Iles | 24 | 293 | 30 | 24 | 131 | 371 | 296 | 251 | ..... | ..... | 139 | 134 |
| Shawinigan Falls | 25 | 202 | 16 | ..... | 1,765 | 898 | 300 | 181 | 4 | 19 | 1,515 | 1,407 |
| Sherbrooke | 142 | 806 | 142 | 7 | 2,720 | 1,917 | 869 | 467 | 181 | 11 | 2,730 | 2,830 |
| Sorel | 20 | 100 | 19 | ..... | 1,323 | 671 | 89 | 49 | 26 | ..... | 1,419 | 1,374 |
| Thetford Mines | 65 | 201 | 37 | 3 | 704 | 411 | 252 | 186 | 8 | ..... | 560 | 573 |
| Three Rivers | 379 | 668 | 115 | 1 | 3,303 | 1,917 | 1,148 | 455 | 231 | 129 | 2,286 | 2,209 |
| Val d'Or | 46 | 143 | 51 | 1 | 893 | 454 | 134 | 65 | 6 | 4 | 795 | 729 |
| Valleyfield | 33 | 223 | 57 | 1 | 1,163 | 635 | 325 | 138 | 4 | 10 | 1,079 | 945 |
| Victoriaville | 90 | 421 | 87 | ..... | 831 | 766 | 453 | 311 | 52 | 2 | 718 | 679 |
| **Ontario** | **7,386** | **37,721** | **8,086** | **1,682** | **100,406** | **90,534** | **39,093** | **21,578** | **6,969** | **663** | **108,607** | **99,323** |
| Arnprior | 13 | 183 | 21 | ..... | 94 | 239 | 202 | 173 | ..... | 2 | 132 | 90 |
| Barrie | 112 | 457 | 150 | 52 | 755 | 665 | 443 | 204 | 34 | ..... | 822 | 871 |
| Belleville | 72 | 240 | 25 | 6 | 766 | 660 | 268 | 166 | 49 | 8 | 871 | 635 |
| Bracebridge | 79 | 140 | 27 | 11 | 212 | 260 | 163 | 123 | 5 | ..... | 264 | 349 |
| Brampton | 35 | 168 | 26 | 21 | 243 | 287 | 148 | 118 | 2 | ..... | 311 | 336 |
| Brantford | 48 | 678 | 41 | 108 | 2,251 | 1,542 | 663 | 426 | 100 | 17 | 1,967 | 1,729 |
| Brockville | 17 | 165 | 18 | ..... | 292 | 418 | 219 | 137 | 18 | 15 | 280 | 212 |
| Carleton Place | 4 | 49 | ..... | ..... | 248 | 57 | 60 | 51 | ..... | ..... | 216 | 167 |
| Chatham | 345 | 256 | 348 | 14 | 1,428 | 653 | 290 | 137 | 60 | 1 | 1,236 | 1,227 |
| Cobourg | 7 | 239 | 15 | 25 | 359 | 358 | 243 | 186 | 16 | ..... | 375 | 428 |

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, AUGUST, 1954; LIVE APPLICATIONS AT SEPTEMBER 30, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C.757 [2] Live Applications at Sept.30 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning of Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning of Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **Ontario**—Con. | | | | | | | | | | | | |
| Collingwood | 37 | 196 | 18 | 1 | 723 | 216 | 195 | 159 | 22 | 1 | 650 | 620 |
| Cornwall | 205 | 1,078 | 76 | 15 | 1,551 | 1,763 | 1,322 | 777 | 380 | 5 | 1,401 | 1,822 |
| Fort Erie | 26 | 100 | 10 | 4 | 256 | 239 | 105 | 70 | ..... | 2 | 318 | 419 |
| Fort Frances | 15 | 73 | 25 | ..... | 137 | 156 | 63 | 34 | 22 | 3 | 144 | 130 |
| Fort William | 58 | 813 | 128 | 36 | 1,086 | 1,156 | 719 | 332 | 244 | 36 | 1,016 | 990 |
| Galt | 54 | 222 | 46 | ..... | 1,227 | 676 | 243 | 169 | 20 | 2 | 1,081 | 884 |
| Gananoque | 2 | 62 | 2 | 1 | 148 | 105 | 78 | 38 | 7 | ..... | 139 | 130 |
| Goderich | 25 | 104 | 27 | 3 | 191 | 254 | 113 | 56 | 15 | ..... | 238 | 306 |
| Guelph | 89 | 332 | 97 | 8 | 1,318 | 850 | 415 | 234 | 8 | ..... | 1,397 | 1,270 |
| Hamilton | 422 | 1,818 | 486 | 6 | 8,979 | 7,927 | 2,561 | 1,005 | 427 | 12 | 9,436 | 8,369 |
| Hawkesbury | 16 | 40 | 20 | 1 | 207 | 125 | 28 | 20 | ..... | ..... | 199 | 242 |
| Ingersoll | 34 | 728 | 32 | 1 | 490 | 780 | 739 | 670 | 16 | 2 | 371 | 348 |
| Kapuskasing | 13 | 165 | 29 | 2 | 349 | 232 | 166 | 129 | ..... | ..... | 300 | 290 |
| Kenora | 12 | 51 | 18 | 3 | 141 | 95 | 40 | 28 | 4 | ..... | 158 | 172 |
| Kingston | 190 | 830 | 190 | 21 | 756 | 1,221 | 897 | 709 | 41 | 1 | 734 | 717 |
| Kirkland Lake | 34 | 147 | 29 | 8 | 522 | 345 | 164 | 73 | 41 | 1 | 509 | 528 |
| Kitchener | 76 | 375 | 84 | 1 | 2,077 | 1,222 | 490 | 225 | 70 | 6 | 1,743 | 1,897 |
| Leamington | 17 | 222 | 15 | 34 | 1,119 | 645 | 207 | 53 | 113 | ..... | 610 | 515 |
| Lindsay | 38 | 77 | 37 | ..... | 611 | 333 | 69 | 21 | 16 | 1 | 721 | 754 |
| Listowel | 23 | 75 | 33 | 13 | 156 | 112 | 58 | 32 | 6 | ..... | 173 | 175 |
| London | 399 | 1,419 | 444 | 39 | 3,265 | 3,205 | 1,643 | 767 | 259 | 56 | 3,133 | 2,880 |
| Midland | 20 | 59 | 5 | ..... | 587 | 279 | 66 | 44 | 8 | ..... | 573 | 585 |
| Napanee | 6 | 23 | 8 | 1 | 189 | 169 | 28 | 13 | 3 | ..... | 208 | 208 |
| New Toronto | 93 | 599 | 113 | 50 | 1,251 | 1,679 | 663 | 362 | 41 | 9 | 1,375 | 1,341 |
| Niagara Falls | 47 | 465 | 78 | 2 | 1,170 | 1,007 | 446 | 300 | 69 | ..... | 1,238 | 1,385 |
| North Bay | 57 | 375 | 65 | 3 | 646 | 854 | 397 | 135 | 171 | ..... | 816 | 905 |
| Oakville | 31 | 309 | 50 | 27 | 385 | 668 | 423 | 218 | 16 | 6 | 319 | 292 |
| Orillia | 23 | 249 | 23 | 5 | 491 | 545 | 353 | 169 | 60 | 1 | 476 | 498 |
| Oshawa | 71 | 426 | 86 | 7 | 4,119 | 5,609 | 474 | 273 | 77 | 19 | 7,886 | 6,939 |
| Ottawa | 770 | 2,404 | 831 | 19 | 2,683 | 3,230 | 2,421 | 1,252 | 485 | 10 | 2,829 | 2,521 |
| Owen Sound | 35 | 234 | 79 | 1 | 905 | 439 | 326 | 147 | 30 | 2 | 613 | 630 |
| Parry Sound | ..... | 61 | 4 | ..... | 104 | 100 | 72 | 46 | ..... | 2 | 100 | 140 |
| Pembroke | 70 | 537 | 112 | 1 | 697 | 1,035 | 548 | 250 | 146 | ..... | 833 | 870 |
| Perth | 35 | 86 | 21 | 4 | 176 | 164 | 90 | 64 | 8 | ..... | 202 | 221 |
| Peterborough | 85 | 233 | 86 | 2 | 1,554 | 1,107 | 308 | 181 | 35 | 5 | 1,786 | 1,631 |
| Picton | 3 | 109 | 3 | ..... | 108 | 144 | 136 | 68 | 35 | ..... | 79 | 98 |
| Port Arthur | 129 | 1,119 | 163 | 28 | 1,397 | 1,296 | 808 | 472 | 173 | 51 | 1,034 | 1,117 |
| Port Colborne | 23 | 81 | 11 | ..... | 587 | 249 | 91 | 53 | 10 | 1 | 512 | 555 |
| Prescott | 18 | 132 | 49 | 14 | 421 | 303 | 100 | 54 | 25 | 3 | 414 | 328 |
| Renfrew | 12 | 80 | 8 | ..... | 284 | 228 | 80 | 60 | 4 | 2 | 278 | 256 |
| St. Catharines | 70 | 610 | 66 | 4 | 2,928 | 2,443 | 692 | 307 | 225 | 4 | 3,280 | 2,339 |
| St. Thomas | 69 | 236 | 72 | ..... | 494 | 568 | 288 | 108 | 46 | ..... | 548 | 502 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Sarnia | 56 | 263 | 42 | 48 | 1,262 | 1,110 | 278 | 158 | 17 | ..... | 1,520 | 1,452 |
| Sault Ste. Marie | 109 | 312 | 69 | 11 | 2,191 | 1,490 | 404 | 194 | 62 | 7 | 2,362 | 2,050 |
| Simcoe | 93 | 2,387 | 90 | 836 | 629 | 2,002 | 1,579 | 1,033 | 266 | 2 | 329 | 259 |
| Sioux Lookout | 14 | 57 | 26 | ..... | 107 | 98 | 45 | 20 | 12 | 2 | 107 | 75 |
| Smiths Falls | 21 | 29 | 9 | 1 | 238 | 335 | 25 | 18 | 5 | 1 | 447 | 366 |
| Stratford | 25 | 219 | 26 | ..... | 675 | 487 | 364 | 118 | 70 | 3 | 625 | 546 |
| Sturgeon Falls | 10 | 208 | 10 | ..... | 413 | 363 | 243 | 31 | 164 | 28 | 480 | 485 |
| Sudbury | 97 | 875 | 167 | 39 | 1,241 | 1,504 | 880 | 668 | 59 | ..... | 1,078 | 1,454 |
| Timmins | 57 | 216 | 59 | ..... | 925 | 618 | 294 | 117 | 48 | 12 | 1,002 | 941 |
| Toronto | 2,283 | 10,838 | 2,639 | 6 | 24,093 | 22,515 | 10,614 | 5,813 | 2,322 | 297 | 24,847 | 22,168 |
| Trenton | 34 | 211 | 38 | 1 | 516 | 550 | 260 | 163 | 6 | 1 | 549 | 358 |
| Walkerton | 30 | 111 | 15 | 2 | 384 | 267 | 188 | 93 | 8 | 8 | 371 | 412 |
| Wallaceburg | 3 | 84 | 6 | ..... | 412 | 541 | 86 | 19 | 53 | ..... | 613 | 626 |
| Welland | 6 | 262 | 18 | ..... | 1,567 | 893 | 317 | 191 | 50 | 4 | 1,253 | 1,513 |
| Weston | 215 | 702 | 272 | 81 | 892 | 839 | 567 | 389 | 13 | 8 | 844 | 783 |
| Windsor | 136 | 699 | 126 | 5 | 11,224 | 7,643 | 866 | 431 | 141 | 4 | 15,509 | 12,712 |
| Woodstock | 13 | 319 | 24 | 50 | 504 | 377 | 259 | 224 | 11 | ..... | 327 | 260 |
| **Manitoba** | **1,982** | **6,017** | **2,098** | **60** | **10,695** | **10,858** | **6,065** | **2,714** | **1,869** | **33** | **9,475** | **9,431** |
| Brandon | 220 | 529 | 240 | 6 | 471 | 694 | 425 | 241 | 77 | ..... | 365 | 508 |
| Dauphin | 19 | 91 | 37 | 1 | 285 | 232 | 101 | 47 | 10 | 16 | 239 | 252 |
| Flin Flon | 41 | 117 | 34 | 8 | 182 | 212 | 119 | 40 | 39 | 1 | 145 | 167 |
| Portage la Prairie | 36 | 167 | 58 | 1 | 431 | 383 | 144 | 92 | 26 | ..... | 420 | 369 |
| The Pas | 43 | 54 | 10 | 38 | 45 | 55 | 35 | 29 | ..... | 8 | 41 | 28 |
| Winnipeg | 1,623 | 5,059 | 1,719 | 6 | 9,281 | 9,282 | 5,241 | 2,265 | 1,717 | 8 | 8,265 | 8,107 |
| **Saskatchewan** | **1,796** | **5,628** | **1,652** | **155** | **4,208** | **8,055** | **5,596** | **2,984** | **1,506** | **128** | **4,118** | **4,154** |
| Estevan | 39 | 202 | 46 | 22 | 85 | 172 | 223 | 117 | 16 | 4 | 60 | 59 |
| Moose Jaw | 163 | 663 | 172 | 33 | 381 | 1,077 | 699 | 491 | 24 | 8 | 445 | 484 |
| North Battleford | 117 | 149 | 118 | 6 | 248 | 215 | 159 | 65 | 53 | ..... | 242 | 264 |
| Prince Albert | 134 | 274 | 110 | ..... | 886 | 453 | 286 | 136 | 109 | ..... | 733 | 697 |
| Regina | 373 | 2,380 | 400 | 31 | 812 | 3,034 | 2,250 | 895 | 1,087 | 44 | 928 | 926 |
| Saskatoon | 385 | 1,083 | 272 | 32 | 1,138 | 1,932 | 1,169 | 686 | 165 | 42 | 1,130 | 1,122 |
| Swift Current | 286 | 445 | 242 | 6 | 166 | 594 | 439 | 358 | 24 | 6 | 155 | 164 |
| Weyburn | 83 | 191 | 94 | 23 | 88 | 203 | 148 | 110 | 9 | 13 | 66 | 57 |
| Yorkton | 216 | 241 | 198 | 2 | 404 | 375 | 223 | 126 | 19 | 11 | 359 | 381 |
| **Alberta** | **1,844** | **7,372** | **2,085** | **92** | **11,056** | **13,392** | **8,149** | **4,147** | **1,302** | **220** | **10,649** | **9,719** |
| Blairmore | 12 | 33 | 7 | ..... | 301 | 94 | 38 | 25 | 7 | ..... | 272 | 292 |
| Calgary | 607 | 2,746 | 691 | 7 | 3,383 | 4,974 | 3,110 | 1,416 | 540 | 46 | 3,249 | 3,159 |
| Drumheller | 44 | 191 | 80 | 27 | 192 | 158 | 129 | 126 | ..... | ..... | 203 | 121 |
| Edmonton | 856 | 3,169 | 954 | 7 | 5,128 | 6,092 | 3,882 | 1,898 | 623 | 160 | 4,847 | 4,200 |
| Edson | 43 | 47 | 38 | 13 | 258 | 152 | 28 | 17 | ..... | 2 | 280 | 243 |
| Lethbridge | 130 | 662 | 142 | 2 | 750 | 1,003 | 496 | 356 | 112 | 10 | 736 | 735 |
| Medicine Hat | 61 | 257 | 49 | 8 | 453 | 458 | 280 | 191 | 5 | ..... | 508 | 564 |
| Red Deer | 52 | 232 | 96 | ..... | 563 | 446 | 183 | 116 | 15 | 2 | 531 | 380 |
| Yellowknife | 39 | 35 | 28 | 28 | 28 | 15 | 3 | 2 | ..... | ..... | 23 | 25 |

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, AUGUST, 1954; LIVE APPLICATIONS AT SEPTEMBER 30, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C.757 [2] Live Applications at Sept.30, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning of Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning of Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **British Columbia** | **2,678** | **21,590** | **3,185** | **120** | **26,865** | **37,461** | **23,243** | **8,587** | **10,243** | **72** | **25,845** | **25,729** |
| Chilliwack | 108 | 893 | 59 | 1 | 472 | 1,252 | 1,026 | 865 | 52 | 3 | 525 | 492 |
| Courtenay | 26 | 109 | 45 | 1 | 654 | 260 | 105 | 53 | 10 | ..... | 414 | 304 |
| Cranbrook | 14 | 62 | 19 | 2 | 212 | 115 | 55 | 52 | 1 | ..... | 161 | 204 |
| Dawson Creek | 22 | 164 | 19 | ..... | 146 | 202 | 163 | 143 | ..... | ..... | 156 | 209 |
| Duncan | 31 | 267 | 23 | 3 | 261 | 655 | 294 | 212 | 17 | ..... | 425 | 249 |
| Kamloops | 100 | 267 | 115 | 7 | 346 | 404 | 240 | 195 | 9 | 1 | 371 | 298 |
| Kelowna | 5 | 564 | 205 | ..... | 271 | 615 | 375 | 263 | 94 | ..... | 329 | 199 |
| Mission City | 685 | 1,164 | 167 | 2 | 509 | 1,712 | 1,376 | 542 | 737 | ..... | 325 | 316 |
| Nanaimo | 31 | 235 | 14 | ..... | 751 | 783 | 257 | 145 | 75 | 4 | 860 | 700 |
| Nelson | 38 | 190 | 45 | 2 | 437 | 334 | 223 | 121 | 24 | 2 | 382 | 345 |
| New Westminster | 239 | 2,144 | 117 | 19 | 3,511 | 4,113 | 2,413 | 702 | 1,462 | 8 | 3,529 | 3,612 |
| Penticton | 7 | 1,080 | 10 | ..... | 288 | 1,166 | 1,100 | 633 | 438 | ..... | 258 | 228 |
| Port Alberni | 13 | 202 | 17 | ..... | 231 | 597 | 242 | 158 | 21 | 1 | 440 | 254 |
| Prince George | 91 | 689 | 75 | 7 | 622 | 942 | 928 | 610 | 26 | 17 | 507 | 712 |
| Prince Rupert | 29 | 256 | 27 | 7 | 330 | 378 | 259 | 192 | 12 | ..... | 276 | 447 |
| Princeton | 2 | 69 | 14 | ..... | 66 | 75 | 71 | 53 | 2 | ..... | 48 | 61 |
| Trail | 16 | 102 | 14 | 1 | 541 | 286 | 126 | 64 | 19 | ..... | 489 | 434 |
| Vancouver | 883 | 11,178 | 1,711 | ..... | 14,488 | 20,962 | 12,016 | 2,340 | 7,063 | 33 | 14,283 | 14,197 |
| Vernon | 17 | 504 | 126 | 4 | 306 | 489 | 381 | 352 | 4 | 2 | 229 | 222 |
| Victoria | 195 | 1,080 | 303 | 2 | 2,172 | 1,733 | 1,272 | 600 | 177 | 1 | 1,698 | 2,114 |
| Whitehorse | 126 | 371 | 60 | 62 | 251 | 388 | 321 | 292 | ..... | ..... | 140 | 132 |
| **Canada** | **25,683** | **112,514** | **28,115** | **3,545** | **265,640** | **229,872** | **116,615** | **58,019** | **27,638** | **2,513** | **260,939** | **242,444** |
| MALES | 12,304 | 68,290 | 13,843 | 3,405 | 186,312 | 156,676 | 68,577 | 39,107 | 13,090 | 2,326 | 186,645 | 170,883 |
| FEMALES | 13,379 | 44,224 | 14,272 | 140 | 79,328 | 73,196 | 48,038 | 18,912 | 14,548 | 187 | 74,294 | 71,561 |

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.

### TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1944—1954

| Year | Applications | | | Placements | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| 1944 | 1,583,010 | 902,273 | 2,485,283 | 1,101,854 | 638,063 | 1,739,917 |
| 1945 | 1,855,036 | 661,948 | 2,516,984 | 1,095,641 | 397,940 | 1,493,581 |
| 1946 | 1,464,533 | 494,164 | 1,958,697 | 624,052 | 235,360 | 859,412 |
| 1947 | 1,189,646 | 439,577 | 1,629,223 | 549,376 | 220,473 | 769,849 |
| 1948 | 1,197,295 | 459,332 | 1,656,627 | 497,916 | 214,424 | 712,340 |
| 1949 | 1,295,690 | 494,956 | 1,790,646 | 464,363 | 219,816 | 684,179 |
| 1950 | 1,500,763 | 575,813 | 2,076,576 | 559,882 | 230,920 | 790,802 |
| 1951 | 1,541,208 | 623,467 | 2,164,675 | 655,933 | 262,305 | 918,238 |
| 1952 | 1,781,689 | 664,485 | 2,446,174 | 677,777 | 302,730 | 980,507 |
| 1953 | 1,980,918 | 754,358 | 2,735,276 | 661,167 | 332,239 | 993,406 |
| 1954 (8 months) | 1,329,865 | 548,466 | 1,878,331 | 349,453 | 216,518 | 565,971 |

## E—Unemployment Insurance

### TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Estimated Number Receiving Benefit in Last Week of the Month* | Month of August 1954 | | | |
|---|---|---|---|---|---|
| | | Number Commencing Benefit | Days Benefit Paid (Disability Days in Brackets) | | Amount of Benefit Paid $ |
| Newfoundland | 2,612 | 855 | 63,530 | (494) | 213,752 |
| Prince Edward Island | 536 | 154 | 13,573 | (276) | 37,418 |
| Nova Scotia | 7,415 | 3,746 | 170,337 | (3,596) | 541,435 |
| New Brunswick | 6,165 | 1,994 | 134,644 | (2,233) | 423,547 |
| Quebec | 48,611 | 25,383 | 1,319,515 | (30,467) | 3,925,012 |
| Ontario | 61,211 | 32,560 | 1,566,013 | (23,205) | 4,936,647 |
| Manitoba | 5,123 | 1,907 | 133,936 | (3,908) | 383,873 |
| Saskatchewan | 2,042 | 748 | 45,950 | (918) | 133,140 |
| Alberta | 6,369 | 3,231 | 140,411 | (3,362) | 449,070 |
| British Columbia | 13,157 | 6,572 | 333,689 | (7,008) | 1,022,823 |
| Total, Canada, August, 1954 | 153,241 | 77,150 | 3,921,598 | (75,467) | 12,066,717 |
| Total, Canada, July, 1954 | 163,425 | 71,203 | 4,157,128 | (76,310) | 12,760,098 |
| Total, Canada, August, 1953 | 87,367 | 49,268 | 2,138,224 | (6,452) | 6,408,827 |

*Week containing last day of the month.

## TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT AUGUST 31, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES* INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province and Sex | Days Continuously on the Register | | | | | | | August 31, 1954 Total | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | | 6 and less | 7–12 | 13–24 | 25–48 | 49–72 | 73 and over | |
| Newfoundland | 3,256 | (15) | 557 | 287 | 387 | 701 | 476 | 848 | 2,399 (7) |
| Male | 3,030 | (15) | 518 | 266 | 361 | 667 | 448 | 770 | 2,164 (1) |
| Female | 226 | (—) | 39 | 21 | 26 | 34 | 28 | 78 | 235 (6) |
| Prince Edward Island | 641 | (9) | 123 | 54 | 71 | 124 | 88 | 181 | 565 (1) |
| Male | 457 | (5) | 77 | 45 | 51 | 88 | 66 | 130 | 399 (1) |
| Female | 184 | (4) | 46 | 9 | 20 | 36 | 22 | 51 | 166 (—) |
| Nova Scotia | 8,137 | (122) | 1,705 | 788 | 1,055 | 1,621 | 925 | 2,043 | 7,399 (22) |
| Male | 6,952 | (104) | 1,480 | 665 | 914 | 1,427 | 790 | 1,676 | 6,364 (18) |
| Female | 1,185 | (18) | 225 | 123 | 141 | 194 | 135 | 367 | 1,035 (4) |
| New Brunswick | 7,514 | (85) | 1,408 | 780 | 898 | 1,361 | 842 | 2,225 | 5,658 (34) |
| Male | 5,995 | (66) | 1,148 | 667 | 754 | 1,077 | 673 | 1,676 | 4,662 (27) |
| Female | 1,519 | (19) | 260 | 113 | 144 | 284 | 169 | 549 | 996 (7) |
| Quebec | 57,016 | (1,022) | 9,845 | 6,274 | 7,454 | 10,243 | 7,229 | 15,971 | 43,032 (207) |
| Male | 40,467 | (638) | 7,396 | 4,672 | 5,405 | 7,424 | 4,893 | 10,677 | 29,427 (119) |
| Female | 16,549 | (384) | 2,449 | 1,602 | 2,049 | 2,819 | 2,336 | 5,294 | 13,605 (88) |
| Ontario | 82,456 | (910) | 21,073 | 9,657 | 10,153 | 11,833 | 8,996 | 20,744 | 31,222 (163) |
| Male | 62,633 | (654) | 17,205 | 7,851 | 7,887 | 8,570 | 6,479 | 14,641 | 21,193 (118) |
| Female | 19,823 | (256) | 3,868 | 1,806 | 2,266 | 3,263 | 2,517 | 6,103 | 10,029 (45) |
| Manitoba | 6,549 | (148) | 1,699 | 469 | 727 | 896 | 601 | 2,157 | 4,028 (34) |
| Male | 3,805 | (112) | 940 | 250 | 406 | 506 | 341 | 1,362 | 2,086 (23) |
| Female | 2,744 | (36) | 759 | 219 | 321 | 390 | 260 | 795 | 1,942 (11) |
| Saskatchewan | 2,296 | (32) | 494 | 238 | 244 | 351 | 238 | 731 | 1,134 (10) |
| Male | 1,395 | (23) | 296 | 143 | 146 | 194 | 139 | 477 | 605 (7) |
| Female | 901 | (9) | 198 | 95 | 98 | 157 | 99 | 254 | 529 (3) |
| Alberta | 6,718 | (100) | 1,876 | 646 | 797 | 953 | 607 | 1,839 | 2,694 (12) |
| Male | 4,740 | (72) | 1,362 | 441 | 574 | 598 | 425 | 1,340 | 1,762 (11) |
| Female | 1,978 | (28) | 514 | 205 | 223 | 355 | 182 | 499 | 932 (1) |
| British Columbia | 16,675 | (224) | 3,762 | 1,679 | 2,051 | 2,913 | 1,709 | 4,561 | 13,156 (61) |
| Male | 12,015 | (171) | 2,928 | 1,177 | 1,459 | 2,223 | 1,023 | 3,205 | 9,829 (43) |
| Female | 4,660 | (53) | 834 | 502 | 592 | 690 | 686 | 1,356 | 3,327 (18) |
| CANADA | 191,258 | (2,667) | 42,542 | 20,872 | 23,837 | 30,996 | 21,711 | 51,300 | 111,287 (551) |
| Male | 141,489 | (1,860) | 33,350 | 16,177 | 17,957 | 22,774 | 15,277 | 35,954 | 78,491 (368) |
| Female | 49,769 | (807) | 9,192 | 4,695 | 5,880 | 8,222 | 6,434 | 15,346 | 32,796 (183) |

* Shown in brackets. The count of disability cases for 1953 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.

## TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, AUGUST 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Claims filed at Local Offices | | | Disposal of Claims (including claims pending from previous months) | | | |
|---|---|---|---|---|---|---|---|
| | Total | Initial | Renewal | Total Disposed of | Entitled to Benefit | Not Entitled to Benefit | Pending |
| Newfoundland | 1,106 | 771 | 335 | 1,271 | 857 | 414 | 469 |
| Prince Edward Island | 254 | 165 | 89 | 262 | 197 | 65 | 71 |
| Nova Scotia | 5,911 | 3,130 | 2,781 | 5,971 | 4,436 | 1,535 | 1,692 |
| New Brunswick | 3,276 | 1,808 | 1,468 | 3,229 | 2,586 | 643 | 770 |
| Quebec | 29,916 | 17,213 | 12,703 | 31,923 | 25,132 | 6,791 | 7,078 |
| Ontario | 52,421 | 25,685 | 26,736 | 52,582 | 43,691 | 8,891 | 11,705 |
| Manitoba | 3,195 | 1,857 | 1,338 | 2,982 | 2,241 | 741 | 551 |
| Saskatchewan | 1,213 | 778 | 435 | 1,124 | 817 | 307 | 292 |
| Alberta | 4,888 | 2,389 | 2,499 | 4,375 | 3,590 | 785 | 1,278 |
| British Columbia | 10,479 | 5,263 | 5,216 | 10,086 | 7,859 | 2,227 | 2,299 |
| Total Canada, August, 1954 | 112,659* | 59,059 | 53,600 | 113,805† | 91,406 | 22,399 | 26,205 |
| Total Canada, July, 1954 | 106,269 | 56,712 | 49,557 | 105,744 | 83,867 | 21,877 | 27,351 |
| Total Canada, August, 1953 | 74,052 | 44,689 | 29,363 | 74,262 | 53,163 | 21,099 | 19,006 |

* In addition, revised claims received numbered 16,195. † In addition, 16,282 revised claims were disposed of. Of these, 1,069 were special requests not granted, and 758 were appeals by claimants. There were 2,211 revised claims pending at the end of the month.

## TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Chief Reasons for Non-Entitlement | Month of August, 1954 | Month of July, 1954 | Month of August, 1953 |
|---|---|---|---|
| Benefit year not established | 8,513 | 8,696 | 7,179 |
| *Claimants Disqualified** | | | |
| Not unemployed | 7,057 | 8,018 | 9,754 |
| Not capable of and not available for work | 2,188 | 2,155 | 1,555 |
| Loss of work due to a labour dispute | 787 | 507 | 78 |
| Refused offer of work and neglected opportunity to work | 1,027 | 801 | 996 |
| Discharged for misconduct | 865 | 737 | 646 |
| Voluntarily left employment without just cause | 5,072 | 4,871 | 4,285 |
| Failure to fulfil additional conditions imposed upon certain married women | 1,313 | 1,152 | 1,009 |
| Other reasons† | 1,670 | 1,925 | 1,311 |
| Total | 28,492 | 28,862 | 26,813 |

* Data for August 1954 include 6,093 on revised claims.
† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

## TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| At Beginning of Month: | Total | Employed | Claimants* |
|---|---|---|---|
| 1954—July | 3,180,000 | 2,980,500 | 199,500 |
| June | 3,150,000 | 2,902,200 | 247,800 |
| May | 3,161,000 | 2,822,600 | 338,400 |
| April | 3,317,000 | 2,805,300 | 511,700† |
| March | 3,342,000 | 2,829,400 | 512,600† |
| February | 3,339,000 | 2,844,200 | 494,800† |
| January | 3,328,000 | 2,937,000 | 391,000† |
| 1953—December | 3,276,000 | 3,037 500 | 238,500 |
| November | 3,230,000 | 3,076,400 | 153,600 |
| October | 3,220,000 | 3,100,600 | 119,400 |
| September | 3,197,000 | 3,085,700 | 111,300 |
| August | 3,171,000 | 3,060,100 | 110,900 |
| July | 3,161,000 | 3,041,200 | 119,800 |

* Ordinary claimants on the live unemployment register on last working day of preceding month.
† Includes supplementary benefit claimants.

## TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO SEPTEMBER 30, 1954

SOURCE: Unemployment Insurance Commission

| Fiscal Year Ended March 31 | Receipts | | | | | Disbursements | | | Balance in Fund |
|---|---|---|---|---|---|---|---|---|---|
| | Contributions (Gross less refunds) | | Fines | Interest on Investments and Profit on Sale of Securities | Total Revenue | Benefit Payments | | | |
| | Employer and Employee | Government | | | | Ordinary | Supplementary Classes 1 and 2 | Total | |
| | $ | $ | $ | $ | $ | $ | $ | $ | $ |
| TO 1950 | 644,786,331 88 | 128,886,931 60 | 41,539 99 | 61,989,796 65 | 835,704,600 12 | 252,319,395 71 | 738,233 89 | 253,057,627 60 | 582,646,972 52 |
| 1951 | 128,744,248 84 | 25,796,703 41 | 34,656 50 | 15,630,847 06 | 170,206,455 81 | 83,082,101 75 | 5,190,949 79 | 88,273,051 54 | 664,580,376 79 |
| 1952 | 153,887,858 49 | 30,805,704 77 | 33,344 00 | 19,046,503 98 | 203,773,411 24 | 85,559,677 68 | 4,594,758 92 | 90,154,436 60 | 778,199,351 43 |
| 1953 | 155,184,595 03 | 31,036,836 18 | 36,085 94 | 22,950,737 44 | 209,208,254 59 | 128,814,174 79 | 7,008,266 57 | 135,822,441 36 | 851,585,164 66 |
| 1954 | 158,673,276 19 | 31,735,867 91 | 36,833 77 | 26,094,504 24 | 216,540,482 11 | 174,619,903 03 | 12,231,610 40 | 186,851,513 43 | 881,274,133 34 |
| TO 1954 | 1,241,276,310 43 | 248,262,043 87 | 182,460 20 | 145,712,389 37 | 1,635,433,203 87 | 724,395,250 96 | 29,763,819 57 | 754,159,070 53 | 881,274,133 34 |
| April | 13,983,783 36 | 2,791,191 90 | 2,925 75 | 2,203,262 63 | 18,981,163 64 | 25,364,305 38 | 4,456,593 48 | 29,820,898 86 | 870,434,398 12 |
| May | 13,115,221 43 | 2,610,732 42 | 2,200 00 | 2,197,571 44 | 17,925,725 29 | 20,697,662 24 | 421,760 95 | 21,119,423 19 | 867,240,700 22 |
| June | 12,114,552 80 | 2,439,791 98 | 3,807 50 | 2,310,828 32 | 16,868,980 60 | 15,685,208 51 | 15,677 10 | 15,700,885 61 | 868,408,795 21 |
| July | 13,281,935 03 | 2,655,665 24 | 3,532 00 | 2,234,212 08 | 18,175,344 35 | 12,747,220 26 | 40,499,11cr. | 12,706,721 15 | 873,877,418 41 |
| August | 13,615,432 46 | 2,723,155 47 | 2,809 79 | 2,230,045 16 | 18,571,442 88 | 12,054,699 35 | 3,811 25cr. | 12,050,888 10 | 880,397,973 19 |
| September | *13,405,932 09 | 2,683,046 01 | 2,446 00 | 2,194,038 40 | 18,285,462 50 | 12,384,355 82 | 3,041 95cr. | 12,381,313 87 | 886,302,121 82 |
| Sub-Total | 79,516,857 17 | 15,903,583 02 | 17,721 04 | 13,369,958 03 | 108,808,119 26 | 98,933,451 56 | 4,846,679 22 | 103,780,130 78 | 886,302,121 82 |
| Total | 1,320,793,167 60 | 264,165,626 89 | 200,181 24 | 159,082,347 40 | 1,744,241,323 13 | 823,328,702 52 | 34,610,498 79 | 857,939,201 31 | 886,302,121 82 |

* Stamps $6,541,208.40 Meter $1,607,600 12 Bulk $5,114,546 85 D.V.A. $142,576 72 Total $13,405,932 09

## TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO SEPTEMBER 1954

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

| — | Total | Food | Shelter | Clothing | Household Operation | Other Commodities and Services |
|---|---|---|---|---|---|---|
| 1949—January | 99·8 | 100·8 | 99·2 | 99·7 | 99·9 | 98·9 |
| February | 99·7 | 99·7 | 99·3 | 99·7 | 100·2 | 99·4 |
| March | 99·4 | 98·7 | 99·2 | 100·0 | 100·1 | 99·5 |
| April | 99·3 | 98·1 | 99·6 | 100·2 | 100·1 | 99·5 |
| May | 99·2 | 97·9 | 99·7 | 100·3 | 99·8 | 99·8 |
| June | 99·6 | 99·2 | 99·7 | 100·3 | 99·7 | 99·8 |
| July | 100·0 | 100·2 | 100·3 | 100·3 | 99·7 | 99·8 |
| August | 100·4 | 101·3 | 100·2 | 100·1 | 99·6 | 99·9 |
| September | 100·4 | 101·2 | 100·5 | 100·2 | 99·6 | 99·9 |
| October | 100·6 | 100·8 | 100·5 | 99·8 | 100·6 | 100·9 |
| November | 101·0 | 101·9 | 100·5 | 99·7 | 100·5 | 101·0 |
| December | 100·5 | 100·3 | 101·0 | 99·7 | 100·4 | 101·1 |
| Year | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 |
| 1950—January | 100·1 | 98·1 | 101·1 | 99·6 | 100·6 | 102·0 |
| February | 100·2 | 98·4 | 101·1 | 99·5 | 100·6 | 102·2 |
| March | 100·9 | 98·8 | 104·7 | 98·9 | 100·8 | 102·2 |
| April | 101·2 | 99·8 | 104·9 | 99·2 | 101·2 | 102·2 |
| May | 101·2 | 99·3 | 105·1 | 99·1 | 101·1 | 102·2 |
| June | 101·9 | 100·9 | 105·9 | 99·1 | 101·5 | 102·3 |
| July | 102·7 | 102·6 | 107·4 | 99·1 | 101·6 | 102·4 |
| August | 103·3 | 103·8 | 107·8 | 99·3 | 102·6 | 102·5 |
| September | 104·3 | 105·4 | 108·7 | 99·9 | 103·4 | 103·0 |
| October | 105·9 | 107·6 | 109·0 | 100·6 | 104·6 | 105·2 |
| November | 106·4 | 108·4 | 109·5 | 101·0 | 105·1 | 105·4 |
| December | 106·6 | 108·4 | 109·6 | 101·3 | 105·5 | 105·7 |
| Year | 102·9 | 102·6 | 106·2 | 99·7 | 102·4 | 103·1 |
| 1951—January | 107·7 | 109·9 | 110·0 | 102·6 | 107·1 | 107·4 |
| February | 109·1 | 111·0 | 110·4 | 105·1 | 108·6 | 108·0 |
| March | 110·8 | 114·1 | 111·5 | 106·7 | 110·5 | 108·3 |
| April | 111·7 | 115·5 | 111·8 | 108·5 | 111·4 | 108·6 |
| May | 112·2 | 114·3 | 112·4 | 109·0 | 112·7 | 110·4 |
| June | 113·7 | 115·8 | 115·2 | 109·5 | 113·8 | 111·8 |
| July | 114·6 | 117·9 | 115·5 | 109·7 | 114·3 | 112·2 |
| August | 115·5 | 119·0 | 114·8 | 110·7 | 115·1 | 113·4 |
| September | 116·5 | 120·5 | 117·2 | 111·9 | 115·5 | 113·6 |
| October | 117·1 | 121·3 | 117·2 | 114·1 | 115·8 | 114·1 |
| November | 117·9 | 122·5 | 118·2 | 114·5 | 115·9 | 114·8 |
| December | 118·1 | 122·5 | 118·2 | 115·2 | 116·4 | 115·9 |
| Year | 113·7 | 117·0 | 114·4 | 109·8 | 113·1 | 111·5 |
| 1952—January | 118·2 | 122·4 | 118·3 | 114·9 | 116·4 | 115·5 |
| February | 117·6 | 120·8 | 118·3 | 113·5 | 116·3 | 115·8 |
| March | 116·9 | 117·6 | 119·1 | 112·9 | 116·9 | 116·4 |
| April | 116·8 | 117·2 | 119·4 | 112·5 | 116·8 | 116·6 |
| May | 115·9 | 115·5 | 119·6 | 112·3 | 116·2 | 115·6 |
| June | 116·0 | 115·7 | 120·4 | 111·8 | 115·9 | 115·7 |
| July | 116·1 | 116·0 | 120·6 | 111·7 | 115·9 | 115·6 |
| August | 116·0 | 115·7 | 120·6 | 111·6 | 115·8 | 115·8 |
| September | 116·1 | 115·8 | 121·2 | 110·9 | 116·0 | 115·8 |
| October | 116·0 | 115·1 | 121·5 | 109·9 | 116·2 | 116·4 |
| November | 116·1 | 115·7 | 121·4 | 109·8 | 115·9 | 116·6 |
| December | 115·8 | 114·1 | 122·2 | 109·7 | 116·1 | 116·6 |
| 1953—January | 115·7 | 113·5 | 122·3 | 109·7 | 116·5 | 116·7 |
| February | 115·5 | 112·7 | 122·5 | 109·6 | 116·6 | 116·7 |
| March | 114·8 | 111·6 | 122·5 | 109·7 | 116·7 | 115·2 |
| April | 114·6 | 110·9 | 122·7 | 109·7 | 116·9 | 115·0 |
| May | 114·4 | 110·1 | 122·9 | 110·1 | 116·6 | 115·1 |
| June | 114·9 | 111·4 | 123·6 | 110·1 | 116·6 | 115·1 |
| July | 115·4 | 112·7 | 123·9 | 110·3 | 117·0 | 115·2 |
| August | 115·7 | 112·8 | 124·1 | 110·4 | 117·2 | 115·8 |
| September | 116·2 | 114·0 | 124·2 | 110·4 | 117·4 | 115·9 |
| October | 116·7 | 115·5 | 124·5 | 110·3 | 117·5 | 116·0 |
| November | 116·2 | 113·4 | 125·0 | 110·3 | 117·4 | 116·3 |
| December | 115·8 | 112·1 | 125·2 | 110·2 | 117·4 | 116·3 |
| 1954—January | 115·7 | 111·6 | 125·4 | 110·1 | 117·5 | 116·4 |
| February | 115·7 | 111·7 | 125·4 | 110·0 | 117·5 | 116·5 |
| March | 115·5 | 110·7 | 125·6 | 109·8 | 117·6 | 116·6 |
| April | 115·6 | 110·4 | 125·6 | 109·9 | 118·1 | 117·2 |
| May | 115·5 | 110·2 | 125·8 | 109·9 | 117·3 | 117·5 |
| June | 116·1 | 112·0 | 126·4 | 109·7 | 117·1 | 117·5 |
| July | 116·2 | 112·1 | 126·6 | 109·6 | 117·2 | 117·6 |
| August | 117·0 | 114·4 | 127·0 | 109·6 | 117·2 | 117·7 |
| September | 116·8 | 113·8 | 127·2 | 109·5 | 117·2 | 117·6 |
| October | 116·8 | 113·8 | 127·4 | 108·4 | 117·3 | 117·9 |



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## TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER, 1954

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

| — | Total | | | Food | Shelter | Clothing | House-hold Operation | Other Com-modities and Services |
|---|---|---|---|---|---|---|---|---|
| | Sept. 1st, 1953 | August 2nd, 1954 | Sept. 1st, 1954 | | | | | |
| St. John's, Nfld. (1) | 102·8 | 104·4 | 103·4 | 102·2 | 107·4 | 102·0 | 103·5 | 103·5 |
| Halifax | 113·8 | 115·3 | 114·8 | 109·1 | 123·0 | 115·6 | 119·0 | 116·0 |
| Saint John | 116·1 | 117·6 | 117·7 | 114·4 | 122·1 | 117·9 | 116·4 | 122·9 |
| Montreal | 116·5 | 117·2 | 116·6 | 113·4 | 133·6 | 110·2 | 115·9 | 116·8 |
| Ottawa | 115·5 | 117·0 | 116·9 | 112·8 | 129·3 | 112·9 | 115·9 | 118·8 |
| Toronto | 117·6 | 119·0 | 118·8 | 111·6 | 142·0 | 111·4 | 116·3 | 119·0 |
| Winnipeg | 114·7 | 116·4 | 115·7 | 112·0 | 124·1 | 114·8 | 113·5 | 117·5 |
| Saskatoon—Regina | 113·8 | 115·3 | 115·1 | 114·2 | 114·3 | 116·4 | 118·4 | 112·7 |
| Edmonton—Calgary | 115·1 | 115·4 | 115·7 | 113·5 | 119·7 | 113·7 | 115·5 | 118·1 |
| Vancouver | 116·2 | 118·1 | 118·1 | 113·7 | 125·5 | 113·1 | 125·5 | 118·8 |

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base— June 1951 = 100.

## TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

(Base 1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

| *Commodities | Per | Dec. 1941 | Dec. 1945 | Year 1951 | Sept. 1951 | Year 1952 | Sept. 1952 | Year 1953 | Sept. 1953 | Aug. 1954 | Sept. 1954 | Price Sept. 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Beef, sirloin steak | lb. | 47·4 | 61·0 | 143·5 | 151·9 | 132·7 | 134·1 | 113·0 | 113·8 | 115·2 | 116·6 | 82·1 |
| Beef, round steak | lb. | 44·1 | 59·1 | 142·9 | 151·0 | 133·3 | 134·1 | 112·0 | 112·6 | 113·2 | 112·6 | 75·5 |
| Beef, blade | lb. | 43·7 | 52·7 | 151·3 | 159·6 | 133·5 | 126·3 | 106·2 | 100·9 | 101·3 | 101·1 | 48·9 |
| Beef, stewing, boneless | lb. | 41·0 | 48·5 | 155·3 | 164·7 | 142·6 | 137·7 | 115·2 | 111·1 | 107·0 | 107·0 | 49·9 |
| Lamb, leg roast | lb. | 42·2 | 60·3 | 130·1 | 138·5 | 126·7 | 127·8 | 112·2 | 114·0 | 119·5 | 109·1 | 78·6 |
| Pork, fresh loin centre-cut | lb. | 53·3 | 61·2 | 114·8 | 133·8 | 99·0 | 99·8 | 113·7 | 119·9 | 119·2 | 113·6 | 72·5 |
| Pork, fresh shoulders, hock off | lb. | 50·2 | 54·2 | 117·9 | 130·1 | 101·7 | 101·9 | 104·8 | 112·4 | 109·9 | 101·1 | 49·0 |
| Bacon, side, fancy, sliced, rind off | ½ lb. | 56·2 | 61·2 | 95·4 | 101·7 | 78·4 | 73·1 | 101·0 | 118·0 | 118·0 | 109·5 | 46·4 |
| Lard, pure package | lb. | 66·7 | 73·6 | 121·1 | 118·3 | 72·5 | 62·2 | 88·4 | 103·1 | 108·2 | 105·2 | 24·7 |
| Shortening, package | lb. | 57·4 | 58·6 | 112·4 | 110·0 | 92·3 | 88·0 | 87·4 | 88·0 | 92·3 | 92·3 | 29·8 |
| Eggs, grade "A" large, carton | doz. | 77·3 | 91·1 | 116·5 | 135·8 | 96·0 | 112·5 | 109·9 | 130·7 | 99·5 | 102·4 | 63·0 |
| Milk | qt. | 67·3 | 57·8 | 110·0 | 110·0 | 118·4 | 118·5 | 118·5 | 118·5 | 118·5 | 118·5 | 21·1 |
| Butter, creamery, prints | lb. | 58·2 | 61·4 | 104·9 | 105·7 | 102·4 | 96·4 | 100·7 | 97·2 | 95·6 | 96·1 | 62·1 |
| Cheese, plain, processed, ½ lb. | pkg. | 78·2 | 72·6 | 111·1 | 114·1 | 115·9 | 115·1 | 113·2 | 111·7 | 112·4 | 112·7 | 32·9 |
| Bread, plain, white, wrapped, sliced | lb. | 66·7 | 66·7 | 115·5 | 116·6 | 119·3 | 119·7 | 121·5 | 124·8 | 126·8 | 126·8 | 12·5 |
| Flour, all purpose | lb. | 58·4 | 56·8 | 106·9 | 107·6 | 105·9 | 104·7 | 108·9 | 111·9 | 110·5 | 109·0 | 7·6 |
| Corn Flakes, 8 oz. | pkg. | 61·6 | 60·9 | 113·8 | 114·8 | 122·4 | 123·2 | 123·2 | 123·2 | 123·2 | 123·2 | 17·4 |
| Tomatoes, canned 2½'s | tin | 64·3 | 67·2 | 115·0 | 122·0 | 143·6 | 145·0 | 121·8 | 119·6 | 102·2 | 103·7 | 20·8 |
| Peas, 20 oz. | tin | 77·9 | 82·4 | 107·2 | 111·1 | 116·9 | 118·3 | 120·0 | 120·1 | 118·3 | 119·5 | 21·0 |
| Corn, cream, choice, 20 oz. | tin | 68·5 | 70·7 | 95·9 | 95·5 | 103·2 | 103·6 | 96·3 | 95·2 | 92·6 | 93·1 | 17·8 |
| Onions, cooking | lb. | 68·9 | 83·8 | 99·4 | 101·6 | 158·6 | 150·7 | 119·8 | 104·6 | 130·4 | 118·2 | 8·7 |
| Potatoes, No. 1 table | 10 lbs. | 58·1 | 94·1 | 99·9 | 98·9 | 196·9 | 190·6 | 111·8 | 93·6 | 164·8 | 133·5 | 46·5 |
| Raisins, seedless, bulk or in bag | lb. | 80·0 | 84·6 | 127·5 | 136·2 | 138·9 | 137·2 | 135·2 | 136·0 | 133·2 | 132·6 | 23·4 |
| Oranges, California | doz. | 89·2 | 107·7 | 109·6 | 103·8 | 105·3 | 97·2 | 94·8 | 89·5 | 132·6 | 134·3 | 47·3 |
| Jam, Strawberry, 16 oz. | jar | 74·9 | 76·7 | 114·0 | 114·5 | 110·6 | 107·8 | 104·5 | 105·6 | 107·4 | 108·2 | 25·1 |
| Peaches, 15 oz. | tin | 69·9 | 73·5 | 105·5 | 106·9 | 104·4 | 103·1 | 97·7 | 96·8 | 100·1 | 100·6 | 20·8 |
| Sugar, granulated, bulk or in bag | lb. | 87·5 | 87·5 | 129·8 | 134·1 | 121·0 | 114·9 | 107·8 | 106·2 | 100·8 | 100·8 | 9·3 |
| Coffee, medium quality, in bag | lb. | 72·7 | 66·4 | 163·2 | 165·5 | 163·0 | 161·4 | 164·1 | 165·7 | 220·5 | 208·6 | 129·8 |
| Tea, black, ¼ lb. | pkg. | 84·3 | 75·7 | 104·2 | 104·9 | 104·9 | 104·7 | 98·1 | 97·3 | 107·5 | 108·5 | 53·2 |

* Description and Units of Sale apply to September, 1954 Prices.

## TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

| Locality | Beef | | | | | Pork | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Sirloin steak, per lb. | Round steak, per lb. | Blade roast, (blade removed), per lb. | Stewing, boneless, per lb. | Hamburger, per lb. | Fresh loin, centre cut, chops, per lb. | Fresh shoulder roast, hock-off, per lb. | Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg. | Sausage, pure pork, per lb. |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | |
| 1—St. John's | 98·7 | ..... | 65·9 [a] | 47·3 [a] | 64·0 | 80·4 | 77·4 | 47·0 [e] | 58·7 |
| **P.E.I.—** | | | | | | | | | |
| 2—Charlottetown | 72·8 | 66·7 | 55·2 | 42·7 | 40·0 | 68·0 | 56·8 | 44·4 | 53·6 |
| **Nova Scotia—** | | | | | | | | | |
| 3—Halifax | 83·6 | 73·2 | 47·3 [a] | 48·4 | 45·7 | 68·3 | 53·6 | 52·5 | 58·5 |
| 4—Sydney | 76·9 | 71·9 | 51·5 [a] | 50·7 | 48·0 | 69·6 | 53·8 | 49·5 | 50·2 |
| **New Brunswick—** | | | | | | | | | |
| 5—Moncton | 77·3 | 70·5 | 50·6 | 45·7 | 41·8 | 71·0 | 52·2 | 51·1 | 52·3 |
| 6—Saint John | 79·2 | 70·6 | 51·2 | 51·7 | 44·2 | 74·4 | 54·0 | 53·8 | 51·6 |
| **Quebec—** | | | | | | | | | |
| 7—Chicoutimi | 89·8 | 88·8 | 56·8 | 46·3 | 44·3 | 69·7 | 65·0 | 48·0 | 47·5 |
| 8—Hull | 73·5 | 73·2 | 47·5 | 47·5 | 39·6 | 71·3 | 51·2 | 44·1 | 57·0 |
| 9—Montreal | 92·0 | 86·0 | 47·2 [a] | 53·4 | 40·6 | 69·5 | 48·3 | 43·0 | 60·2 |
| 10—Quebec | 87·5 | 82·7 | 46·4 [a] | 44·5 | 45·8 | 61·0 | 47·8 | 42·6 | 52·5 |
| 11—Sherbrooke | 85·1 | 78·7 | 51·5 | 52·8 | 36·3 | 68·5 | 51·2 | 48·0 | 44·8 |
| 12—Sorel | 82·3 | 76·4 | 52·2 | 43·3 | 44·3 | 67·4 | 51·7 | 47·5 | 60·0 |
| 13—Three Rivers | 93·4 | 80·3 | 43·5 | 44·0 | 39·9 | 69·2 | 51·9 | 46·5 | 59·9 |
| **Ontario—** | | | | | | | | | |
| 14—Brantford | 73·9 | 70·2 | 52·2 | 48·2 | 38·9 | 73·9 | 46·7 | 48·5 | 54·5 |
| 15—Cornwall | 73·3 | 69·0 | 43·6 [a] | 46·5 | 38·3 | 68·0 | 50·4 | 45·5 | 56·4 |
| 16—Fort William | 78·0 | 74·7 | 51·0 | 54·4 | 43·3 | 68·9 | ..... | 48·1 | 55·3 |
| 17—Hamilton | 80·9 | 74·5 | 49·9 | 51·5 | 40·9 | 75·7 | 47·5 | 49·8 | 51·7 |
| 18—Kirkland Lake | 81·0 | 75·3 | 50·3 | 49·0 | 42·8 | 73·0 | 54·2 [d] | 55·2 | 59·8 |
| 19—London | 78·6 | 74·9 | 49·5 | 49·5 | 42·0 | 74·2 | 47·4 | 50·7 | 55·1 |
| 20—North Bay | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 48·8 | ..... |
| 21—Oshawa | 74·1 | 71·8 | 46·8 | 46·6 | 40·1 | 74·0 | 45·0 | 47·9 | 48·4 |
| 22—Ottawa | 79·3 | 74·8 | 49·4 | 50·5 | 37·6 | 73·9 | 47·7 | 44·4 | 58·1 |
| 23—Sault Ste. Marie | 77·6 | 76·3 | 51·3 [a] | 56·6 | 50·0 | 74·4 | 55·1 | 51·1 | 56·7 |
| 24—Sudbury | 69·7 | 69·1 | 49·5 [a] | 49·4 | 38·3 | 67·5 | 55·2 [d] | 45·6 | 42·0 |
| 25—Toronto | 81·2 | 75·4 | 54·5 [a] | 50·4 | 40·6 | 73·0 | 43·3 | 47·9 | 49·2 |
| 26—Windsor | 73·8 | 68·7 | 47·1 [a] | 52·1 | 40·4 | 75·1 | 52·2 [d] | 50·1 | 55·6 |
| **Manitoba—** | | | | | | | | | |
| 27—Winnipeg | 78·6 | 71·8 | 52·0 | 49·6 | 44·4 | 68·5 | 54·0 [d] | 47·4 | 48·2 |
| **Saskatchewan—** | | | | | | | | | |
| 28—Regina | 74·9 | 69·0 | 50·7 [a] | 49·1 | 39·5 | 63·7 | 54·3 [d] | 49·8 | 54·2 |
| 29—Saskatoon | 78·5 | 76·6 | 53·2 [a] | 58·4 | 48·1 | 64·5 | 55·3 [d] | 48·3 | 52·6 |
| **Alberta—** | | | | | | | | | |
| 30—Calgary | 79·6 | 71·6 | 54·8 | 53·0 | 40·8 | 65·6 | 54·6 [d] | 46·6 | 51·4 |
| 31—Edmonton | 74·2 | 68·8 | 46·2 [a] | 50·9 | 39·2 | 60·8 | 46·3 | 46·5 | 45·1 |
| **British Columbia—** | | | | | | | | | |
| 32—Prince Rupert | 87·2 | 80·2 | 55·6 [a] | 54·0 | 42·8 | 74·8 | 63·0 | 52·6 | 62·8 |
| 33—Trail | 81·0 | 75·0 | 62·3 | 55·5 | 44·8 | 72·8 | 56·3 | 49·0 | 62·0 |
| 34—Vancouver | 95·3 | 78·8 | 58·2 | 57·5 | 44·9 | 77·5 | 59·8 [d] | 50·0 | 55·6 |
| 35—Victoria | 95·3 | 81·7 | 58·6 | 57·7 | 51·8 | 75·2 | 57·2 | 48·4 | 53·8 |

| Locality | Lamb, leg roast, per lb. | Flour, white, all-purpose, per lb. | Bread, plain white, wrapped, sliced, per lb. | Corn flakes, per 8 oz. pkg. | Sugar, granulated, per lb. | Jam, strawberry, with pectin, per 32 oz. jar | Eggs, fresh, Grade "A" large, carton, per doz. | Milk, fresh, per quart | Butter, creamery, first grade, per 1 lb. print. |
|---|---|---|---|---|---|---|---|---|---|
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | |
| 1—St. John's | ..... | 8·3 | 12·7 | 20·4 | 10·8 | 57·2 | [f] 73·3 | 32·0 | 74·0 |
| **P.E.I.—** | | | | | | | | | |
| 2—Charlottetown | 75·3 | 8·9 | 14·4 | 19·2 | 9·9 | 52·1 | 58·4 | 17·0 | 64·4 |
| **Nova Scotia—** | | | | | | | | | |
| 3—Halifax | 74·5 | 8·5 | 12·8 | 18·6 | 8·8 | 50·6 | [g] 64·9 | 20·5 | 64·3 |
| 4—Sydney | 72·8 | 8·7 | 14·0 | 19·2 | 10·1 | 50·8 | [g] 65·9 | 22·0 | 65·6 |
| **New Brunswick—** | | | | | | | | | |
| 5—Moncton | 72·5 | 8·5 | 15·6 | 18·6 | 9·3 | 52·7 | [g] 63·7 | 20·0 | 64·2 |
| 6—Saint John | 77·9 | 8·4 | 13·3 | 18·9 | 9·0 | 49·4 | [g] 67·6 | 21·0 | 65·6 |
| **Quebec—** | | | | | | | | | |
| 7—Chicoutimi | ..... | 8·4 | 16·0 | 19·2 | 9·5 | 55·2 | 68·4 | 20·0 | 59·6 |
| 8—Hull | 82·3 | 7·8 | 12·7 | 17·6 | 9·4 | 46·2 | [g] 65·3 | 22·0 | 59·4 |
| 9—Montreal | 78·1 | 7·9 | 12·7 | 17·3 | 8·5 | 50·1 | 65·6 | 20·0 | 60·3 |
| 10—Quebec | 79·7 | 7·8 | 12·5 | 17·9 | 8·9 | 52·7 | 65·3 | 20·0 | 62·3 |
| 11—Sherbrooke | 81·0 | 7·7 | 13·1 | 17·9 | 8·6 | 50·0 | [g] 64·5 | 20·0 | 60·0 |
| 12—Sorel | ..... | 7·8 | 12·7 | 18·0 | 8·9 | 47·2 | [g] 58·1 | 19·0 | 59·3 |
| 13—Three Rivers | ..... | 8·0 | 12·7 | 17·3 | 9·3 | 50·6 | [g] 62·8 | 19·0 | 58·9 |
| **Ontario—** | | | | | | | | | |
| 14—Brantford | 79·5 | 8·0 | 12·7 | 17·6 | 9·3 | 45·3 | [g] 63·5 | 21·0 | 61·4 |
| 15—Cornwall | ..... | 7·7 | 12·7 | 18·1 | 9·2 | 46·7 | [g] 61·0 | 20·0 | 60·5 |
| 16—Fort William | ..... | 7·9 | 14·0 | 19·0 | 9·7 | 53·2 | [g] 63·1 | 23·0 | 62·8 |
| 17—Hamilton | 84·9 | 8·2 | 12·7 | 17·6 | 9·4 | 46·1 | [g] 66·3 | 22·0 | 62·5 |
| 18—Kirkland Lake | 75·7 | 8·1 | 12·0 | 18·9 | 10·0 | 51·4 | 69·2 | 25·0 | 61·8 |
| 19—London | 82·8 | 8·0 | 12·7 | 17·5 | 9·5 | 46·8 | [g] 61·8 | 21·0 | 62·8 |
| 20—North Bay | ..... | 8·3 | 13·0 | 19·1 | 10·2 | 47·2 | ..... | 22·0 | 63·4 |
| 21—Oshawa | 76·3 | 7·9 | 12·7 | 17·5 | 9·2 | 45·5 | [g] 64·8 | 21·0 | 60·7 |
| 22—Ottawa | 80·4 | 8·0 | 12·7 | 17·4 | 9·2 | 47·9 | 67·0 | 21·6 | 61·3 |
| 23—Sault Ste. Marie | ..... | 8·3 | 13·3 | 19·2 | 10·3 | 49·5 | 67·4 | 23·0 | 62·7 |
| 24—Sudbury | 73·2 | 8·1 | 13·3 | 18·2 | 9·9 | 48·7 | 66·0 | 23·0 | 62·2 |
| 25—Toronto | 79·8 | 7·7 | 12·7 | 17·4 | 8·8 | 44·2 | [g] 62·8 | 22·0 | 62·2 |
| 26—Windsor | 74·6 | 8·1 | 12·7 | 17·6 | 9·4 | 48·8 | 64·1 | 22·0 | 61·9 |
| **Manitoba—** | | | | | | | | | |
| 27—Winnipeg | 76·4 | 7·5 | 15·0 | 17·8 | 10·8 | [t] 69·9 | [g] 60·6 | 21·0 | 61·5 |
| **Saskatchewan—** | | | | | | | | | |
| 28—Regina | 74·2 | 7·9 | 14·4 | 18·4 | 11·5 | [t] 68·1 | 58·1 | 19·0 | 60·4 |
| 29—Saskatoon | ..... | 7·8 | 13·6 | 17·7 | 13·0 | [t] 64·4 | [g] 57·9 | 20·5 | 61·1 |
| **Alberta—** | | | | | | | | | |
| 30—Calgary | 76·7 | 7·6 | 14·4 | 18·1 | 11·1 | [t] 63·6 | [g] 63·3 | 21·0 | 63·1 |
| 31—Edmonton | 78·6 | 7·7 | 14·4 | 17·9 | 11·1 | [t] 64·3 | [g] 59·3 | 20·0 | 65·3 |
| **British Columbia—** | | | | | | | | | |
| 32—Prince Rupert | 91·8 | 8·5 | 14·0 | 18·8 | 10·7 | [t] 63·8 | 68·4 | 31·0 | 67·1 |
| 33—Trail | 85·0 | 8·2 | 17·0 | 18·2 | 11·0 | [t] 67·6 | [g] 69·8 | 23·0 | 66·6 |
| 34—Vancouver | 77·8 | 7·9 | ..... | 17·9 | 9·3 | [t] 58·9 | [g] 62·9 | 21·4 | 66·0 |
| 35—Victoria | 85·5 | 7·8 | 16·0 | 17·9 | 9·6 | [t] 60·6 | [g] 67·4 | 24·0 | 66·6 |

| Locality | Cheese, plain, processed, per ½ lb. pkg. | Margarine, per 1 lb. pkg. | Lard, pure, per 1 lb. pkg. | Shortening, per 1 lb. pkg. | Salmon, canned, fancy pink, per ½ lb. flat | Orange juice, unsweetened, per 20 oz. tin | Peaches, choice, halves, per 15 oz. tin | Canned Vegetables | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Tomatoes, choice, 2½'s (28 oz.) per tin | Peas, choice, per 20 oz. tin | Corn, cream, choice, per 20 oz. tin |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | | |
| 1—St. John's | 35·3 | 32·4 | ..... | 34·6 | ..... | 19·0 | 48·7 g | 27·0 | 24·9 | 22·6 |
| **P.E.I.—** | | | | | | | | | | |
| 2—Charlottetown | 36·8 | ..... | 29·1 | 32·1 | 27·7 | 19·6 | 21·0 | 24·3 | 23·3 | 21·4 |
| **Nova Scotia—** | | | | | | | | | | |
| 3—Halifax | 35·6 | 40·4 | 29·0 | 31·2 | 25·6 | 18·7 | 22·2 | 23·2 | 23·5 | 19·6 |
| 4—Sydney | 36·1 | 38·5 | 27·2 | 30·6 | 26·2 | 21·5 | 23·2 | 23·6 | 23·2 | 20·4 |
| **New Brunswick—** | | | | | | | | | | |
| 5—Moncton | 36·2 | 37·6 | 28·3 | 31·1 | 25·2 | 19·2 | 23·1 | 22·6 | 23·2 | 18·5 |
| 6—Saint John | 36·5 | 39·0 | 29·6 | 31·2 | 25·9 | 18·0 | 22·2 | 20·7 | 24·4 | 18·0 |
| **Quebec—** | | | | | | | | | | |
| 7—Chicoutimi | 35·7 | ..... | 29·4 | 34·0 | 26·4 | 18·2 | ..... | 20·5 | 22·7 | 20·0 |
| 8—Hull | 32·2 | ..... | 25·6 | 28·8 | 24·5 | 16·9 | 19·5 | 19·0 | 21·2 | 15·4 |
| 9—Montreal | 33·3 | ..... | 26·6 | 30·2 | 24·8 | 17·5 | 19·4 | 17·8 | 21·1 | 19·3 |
| 10—Quebec | 34·5 | ..... | 27·9 | 31·3 | 25·2 | 17·5 | 20·4 | 19·8 | 21·0 | 18·1 |
| 11—Sherbrooke | 34·1 | ..... | 25·5 | 29·9 | 24·9 | 17·4 | 21·8 | 18·7 | 20·8 | 19·6 |
| 12—Sorel | 33·4 | ..... | 26·8 | 29·7 | 25·2 | 17·2 | 21·4 | 19·4 | 19·4 | 16·2 |
| 13—Three Rivers | 33·6 | ..... | 25·0 | 30·0 | 25·2 | 17·6 | ..... | 18·6 | 20·9 | 19·6 |
| **Ontario—** | | | | | | | | | | |
| 14—Brantford | 32·9 | 39·5 | 25·8 | 29·6 | 24·8 | 18·7 | 20·8 | 21·6 | 21·2 | 17·6 |
| 15—Cornwall | 33·7 | 37·1 | 28·0 | 29·9 | 24·6 | 17·8 | 19·6 | 19·2 | 20·2 | 16·9 |
| 16—Fort William | 35·8 | 37·8 | 25·2 | 30·0 | 24·6 | 19·6 | 20·9 | 22·0 | ..... | 18·4 |
| 17—Hamilton | 33·2 | 38·8 | 26·3 | 30·9 | 24·9 | 19·1 | 21·5 | 21·0 | 21·6 | 16·2 |
| 18—Kirkland Lake | 33·6 | 37·4 | 27·6 | 31·8 | 25·8 | 19·4 | 22·0 | 21·4 | 22·7 | 18·3 |
| 19—London | 32·8 | 39·1 | 27·9 | 30·0 | 24·8 | 18·2 | 21·1 | 21·7 | 20·6 | 17·5 |
| 20—North Bay | 34·0 | 39·0 | 30·2 | 30·4 | 28·8 | 18·5 | ..... | 20·8 | 22·0 | 17·4 |
| 21—Oshawa | 32·8 | 40·4 | 27·0 | 29·2 | 23·5 | 18·0 | 20·2 | 20·3 | 20·3 | 16·6 |
| 22—Ottawa | 32·9 | 39·5 | 26·9 | 30·4 | 24·1 | 17·8 | 21·3 | 19·4 | 22·0 | 17·3 |
| 23—Sault Ste. Marie | 34·4 | 39·9 | 28·6 | 31·1 | 25·3 | 17·6 | ..... | 20·4 | 23·2 | 17·6 |
| 24—Sudbury | 33·0 | 37·3 | 27·0 | 29·6 | 24·0 | 18·4 | ..... | 19·9 | 22·2 | 15·4 |
| 25—Toronto | 32·4 | 39·3 | 27·1 | 29·8 | 23·3 | 17·8 | 21·5 | 20·4 | 21·1 | 16·9 |
| 26—Windsor | 33·1 | 39·6 | 27·0 | 30·6 | 24·4 | 19·1 | 21·7 | 19·2 | m 16·8 | m 15·7 |
| **Manitoba—** | | | | | | | | | | |
| 27—Winnipeg | 35·2 | 41·1 | 22·7 | 29·0 | 24·6 | 18·3 | 21·9 | 22·0 | m 16·7 | 17·9 |
| **Saskatchewan—** | | | | | | | | | | |
| 28—Regina | 36·1 | 41·0 | 23·2 | 32·0 | 25·1 | 19·6 | 23·0 | 24·2 | 23·7 | 18·8 |
| 29—Saskatoon | 35·1 | 39·3 | 21·4 | 31·3 | 24·5 | 19·8 | 21·8 | 22·0 | 23·1 | 19·5 |
| **Alberta—** | | | | | | | | | | |
| 30—Calgary | 34·3 | 39·7 | 20·0 | 31·2 | 24·2 | 19·0 | 22·2 | 25·2 | 20·2 | 19·7 |
| 31—Edmonton | 35·1 | 41·7 | 21·8 | 32·9 | 24·9 | 19·8 | 22·3 | 25·0 | 23·1 | 19·6 |
| **British Columbia—** | | | | | | | | | | |
| 32—Prince Rupert | 37·8 | 40·2 | 27·4 | 33·1 | 25·0 | 22·3 | 24·4 | 28·0 | m 18·2 | 17·3 |
| 33—Trail | 36·8 | 40·6 | 25·5 | 34·3 | 25·2 | 21·6 | 23·2 | 28·2 | m 20·0 | 19·1 |
| 34—Vancouver | 35·4 | 39·6 | 26·2 | 30·1 | 23·0 | 18·6 | 22·0 | 26·0 | m 15·3 | 15·2 |
| 35—Victoria | 35·1 | 40·1 | 25·9 | 30·6 | 23·0 | 18·3 | 21·8 | 24·2 | m 17·9 | 16·2 |

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (d) Including butts. (e) Local. (f) Imported (g) Mixed-carton and loose.

| Locality | Oranges, California, 288's, per doz. | Bananas, yellow, per lb. | Potatoes, Canadian, No. 1, per 10 lbs. | Onions, No. 1 cooking, per lb. | Prunes, medium size, per lb. pkg. | Raisins, seedless, Australian, per lb. | Tea, black, medium quality, per ½ lb. pkg. | Coffee, medium quality, in bags, per lb. | Coal | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | Anthracite, per ton | Bituminous, per ton |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | $ | $ |
| **Newfoundland—** | | | | | | | | | | |
| 1—St. John's | 50·1 | 27·7 | 56·3 | 10·7 | 34·3 | 26·0 k | 65·2 w | 1·449 v | ..... | 22.87 |
| **P.E.I.—** | | | | | | | | | | |
| 2—Charlottetown | 44·7 | 23·4 | 36·5 | 10·0 | 29·0 | 27·3 n | 53·9 | 1·405 v | ..... | 17.50 |
| **Nova Scotia—** | | | | | | | | | | |
| 3—Halifax | 50·1 | 22·5 | 49·1 | 9·1 | 28·6 | 23·6 | 55·2 | 1·452 | ..... | 19.50 |
| 4—Sydney | 50·4 | 25·0 | 48·2 | 9·3 | 29·8 | 25·4 n | 55·0 | 1·465 v | ..... | 13.60 |
| **New Brunswick—** | | | | | | | | | | |
| 5—Moncton | 52·2 | 23·2 | 39·2 | 9·0 | 29·3 | 25·0 | 53·7 n | 1·373 | ..... | 19.50 |
| 6—Saint John | 51·0 | 23·1 | 43·0 | 9·7 | 30·9 | 27·4 n | 57·4 | 1·469 v | ..... | 19.69 |
| **Quebec—** | | | | | | | | | | |
| 7—Chicoutimi | 49·8 | 20·3 | 38·7 | 12·1 | ..... | 27·5 n | 60·0 | 1·448 v | 28.00 | ..... |
| 8—Hull | 45·0 | 19·1 | 44·9 | 10·1 | 28·1 | 24·9 n | 56·1 | 1·395 | 26.50 | ..... |
| 9—Montreal | 45·9 | 15·8 | 40·3 | 10·3 | 31·4 | 24·8 n | 51·8 | 1·376 | 26.28 | ..... |
| 10—Quebec | 47·7 | 18·5 | 31·1 | 10·2 | 30·1 | 25·6 n | 55·1 | 1·391 | 28.38 | ..... |
| 11—Sherbrooke | 49·8 | 17·6 | 35·3 | 9·1 | 30·1 | 24·5 n | 56·0 | 1·421 | 26.00 | ..... |
| 12—Sorel | 45·9 | 17·2 | 38·0 | 10·1 | 29·7 | 23·6 n | 56·3 | 1·433 | 26.25 | ..... |
| 13—Three Rivers | 48·6 | 18·9 | 37·4 | 11·1 | 29·1 | 24·9 n | 56·3 | 1·378 v | 25.50 | ..... |
| **Ontario—** | | | | | | | | | | |
| 14—Brantford | 45·9 | 18·9 | 51·0 | 8·2 | 30·9 | 22·9 n | 54·8 | 1·342 | 25.40 | ..... |
| 15—Cornwall | 45·0 | 19·0 | 39·9 | 8·5 | 31·3 | 25·4 n | 55·9 | 1·365 | 28.50 | ..... |
| 16—Fort William | 47·1 | 20·7 | 50·1 | 8·3 | 27·8 | 26·0 n | 54·2 | 1·340 | 26.75 | ..... |
| 17—Hamilton | 47·4 | 18·9 | 52·6 | 8·9 | 29·8 | 23·2 n | 54·8 | 1·337 | 24.56 | ..... |
| 18—Kirkland Lake | 51·9 | 21·2 | 54·2 | 9·6 | 32·2 | 25·6 | 57·2 | 1·362 | 30.25 | ..... |
| 19—London | 47·1 | 18·8 | 50·9 | 8·8 | 29·5 | 22·4 | 54·5 | 1·377 | 26.00 | ..... |
| 20—North Bay | 47·7 | 21·0 | 56·8 | 9·6 | ..... | 24·5 n | 55·0 | 1·457 | 28.19 | ..... |
| 21—Oshawa | 46·5 | 20·8 | 46·7 | 8·8 | 27·5 | 22·7 n | 57·8 | 1·293 | 25.60 | ..... |
| 22—Ottawa | 44·4 | 19·1 | 47·1 | 9·4 | 29·3 | 24·5 n | 54·5 | 1·346 | 26.50 | ..... |
| 23—Sault Ste. Marie | 47·4 | 21·1 | 57·1 | 10·7 | 30·9 | 24·4 n | 57·5 | 1·311 | 26.00 | ..... |
| 24—Sudbury | 52·5 | 20·3 | 54·5 | 9·4 | 28·4 | 24·7 k | 52·0 | 1·327 | 27.77 | ..... |
| 25—Toronto | 44·1 | 17·7 | 47·6 | 8·3 | 29·6 | 24·1 n | 54·0 | 1·313 | 23.81 | ..... |
| 26—Windsor | 42·6 | 18·8 | 47·4 | 8·3 | 32·0 | 24·5 n | 55·0 | 1·323 | 25.75 | ..... |
| **Manitoba—** | | | | | | | | | | |
| 27—Winnipeg | 50·1 | 21·8 | 33·9 | 7·5 | 30·5 | 27·3 n | 52·9 | 1·302 | ..... | 21.15 |
| **Saskatchewan—** | | | | | | | | | | |
| 28—Regina | 51·6 | 23·3 | 54·5 | 9·5 | 31·0 | 26·4 | 54·2 | 1·314 | ..... | 18.50 |
| 29—Saskatoon | 57·0 | 24·2 | 67·3 | 11·3 | 32·2 | 24·7 | 50·5 | 1·302 | ..... | 17.98 |
| **Alberta—** | | | | | | | | | | |
| 30—Calgary | 53·4 | 24·1 | 55·2 | 9·3 | 30·4 | 24·7 n | 53·5 | 1·278 | ..... | ..... |
| 31—Edmonton | 54·6 | 23·5 | 62·4 | 10·8 | 32·4 | 25·4 n | 53·0 | 1·344 | ..... | 8.58 |
| **British Columbia—** | | | | | | | | | | |
| 32—Prince Rupert | 51·0 | 25·1 | 59·2 | 9·6 | 29·3 | 25·7 n | 55·0 | 1·297 | ..... | 22.90 |
| 33—Trail | 47·4 | 23·8 | 56·0 | 9·0 | 29·1 | 27·3 n | 52·7 | 1·328 | ..... | 19.75 |
| 34—Vancouver | 45·3 | 19·8 | 51·7 | 7·9 | 26·9 | 23·5 n | 52·7 | 1·305 | ..... | 21.02 |
| 35—Victoria | 46·5 | 20·3 | 48·3 | 8·8 | 29·4 | 23·6 n | 51·3 | 1·331 | ..... | 22.05 |

(h) Evaporated milk, 17·0¢ per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

## TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics)

| Country | Canada | United States | Mexico | United Kingdom | Ireland | France | Italy | Sweden | Switzerland | Egypt | South Africa | Australia | New Zealand |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Description of Index: | Consumer Price Index Dominion Bureau of Statistics | Consumer Price Index, Bureau of Labour Statistics | Cost of Living | Index of Retail Prices, Ministry of Labour | Consumer Price Index | Retail Price Index, Statistique Generale | Cost of Living | Consumption Price Index | Cost of Living, Federal Labour Department | Cost of Living | Cost of Living, Census and Statistics Office | Interim Retail Price Index, Commonwealth Statistician | Retail Price Index, Government Statistician |
| Localities | | | Mexico City | | | Paris | | | | Cairo | 9 Towns | 6 Capital Cities | 21 Towns |
| Base Period | 1949 | 1947-49 | 1939 | January 1952 | August 1953 | 1949 | 1938 | 1935 | August, 1939 | June–Aug. 1939 | 1938 | 1952-53 | 1st quarter 1949 = 1000 |
| | (a) | (b) | | (b) | | | | | (c) | | | (d) | (d) |
| 1933 | 58·8 | 55·3 | ..... | (i) 140 | (h) 151 | ..... | ..... | ..... | (e) 131 | 99 | 93·2 | ..... | 600 |
| 1939 | 63·2 | 59·4 | 100·0 | (i) 158 | (h) 178 | (m)108 | ..... | 107·5 | (e) 138 | (k) 103 | 99·9 | (p) 1029 | 748 |
| 1940 | 65·7 | 59·9 | 100·7 | (i) 184 | (h) 205 | (m)129 | ..... | 122·5 | (e) 151 | 113 | 103·4 | (p) 1051 | 782 |
| 1941 | 69·6 | 62·9 | 104·4 | (i) 199 | (h) 226 | (m)150 | ..... | 141·7 | (e) 174 | 138 | 108·2 | (p) 1111 | 810 |
| 1944 | 74·6 | 75·2 | 199·1 | (i) 201 | (h) 295 | (m)285 | ..... | 158·2 | (e) 207 | 279 | 128·8 | (p) 1270 | 872 |
| 1945 | 75·0 | 76·9 | 213·5 | (i) 203 | (h) 295 | (m)393 | ..... | 157·5 | (e) 209 | 293 | 132·2 | (p) 1270 | 884 |
| 1946 | 77·5 | 83·4 | 266·7 | (i) 203 | (h) 291 | (m)645 | ..... | 160·3 | (e) 208 | 287 | 134·1 | (p) 1278 | 891 |
| 1947 | 84·8 | 95·5 | 300·3 | (i) 203 | ..... | (m)1030 | 4575 | 162·1 | (e) 217 | 279 | 139·7 | (p) 1309 | 919 |
| 1948 | 97·0 | 102·8 | 318·9 | (j) 108 | (l) 99 | (m)1632 | 4847 | 172·4 | (e) 224 | 281 | 147·8 | (p) 1392 | 992 |
| 1949 | 100·0 | 101·8 | 336·0 | (j) 111 | (l) 100 | (m)1818 | 4915 | 175·9 | (e) 222 | 278 | 153·2 | (p) 1528 | 1009 |
| 1950 | 102·9 | 102·8 | 356·2 | (j) 114 | (l) 101 | (m)1945 | 4849 | 177·7 | 159·1 | 293 | 159·3 | (p) 1669 | 1066 |
| 1951 | 113·7 | 111·0 | 401·0 | (j) 124 | (l) 109 | 130·1 | 5320 | 207·5 | 166·7 | 319 | 171·0 | (p) 1906 | 1183 |
| 1952 | 116 5 | 113·5 | 455·7 | 102·6 | (l) 118 | 145·4 | 5546 | 223·0 | 171·0 | 317 | 185·9 | (p) 2337 | 1275 |
| 1953 | 115·5 | 114·4 | 451·2 | 105·8 | (l) 125 | 143·7 | 5654 | 224·1 | 169·8 | (n) 296·0 | 192·4 | 100·0 | 1333 |
| 1953 March | 114·8 | 113·6 | 449·9 | 105·4 | ..... | 145·2 | 5613 | 224·4 | 169·3 | 299·2 | 189·4 | 100·4 | 1307 |
| April | 114·6 | 113·7 | 449·1 | 106·4 | ..... | 144·7 | 5668 | 224·2 | 168·8 | 299·0 | 189·9 | ..... | ..... |
| May | 114·4 | 114·0 | 448·6 | 106·0 | (l) 126 | 145·5 | 5702 | 224·4 | 169·5 | 295·4 | 190·7 | ..... | ..... |
| June | 114·9 | 114·5 | 449·4 | 106·6 | ..... | 145·4 | 5718 | 224·1 | 169·7 | 293·2 | 193·6 | 101·6 | 1322 |
| July | 115·4 | 114·7 | 447·5 | 106·6 | ..... | 143·7 | 5633 | 223·3 | 169·5 | 296·2 | 192·7 | ..... | ..... |
| August | 115·7 | 115·0 | 450·6 | 105·9 | 100·0 | 143·1 | 5617 | 224·0 | 169·7 | 294·8 | 195·8 | ..... | ..... |
| September | 116·2 | 115·2 | 452·8 | 105·7 | ..... | 141·0 | 5642 | 224·0 | 170·2 | 295·3 | 196·5 | 102·4 | 1337 |
| October | 116·7 | 115·4 | 452·1 | 105·7 | ..... | 141·0 | 5664 | 224·2 | 170·4 | 296·7 | 196·0 | ..... | ..... |
| November | 116·2 | 115·0 | 448·2 | 106·0 | 100·1 | 141·3 | 5691 | 224·1 | 170·4 | (o) | 193·6 | ..... | ..... |
| December | 115·8 | 114·9 | 445·0 | 105·6 | ..... | 142·1 | 5678 | 223·9 | 170·1 | 293·5 | 191·9 | 102·2 | 1366 |
| 1954 January | 115·7 | 115·2 | 446·5 | 105·8 | ..... | 143·2 | 5686 | 224·4 | 169·8 | 291·5 | 192·9 | ..... | ..... |
| February | 115·7 | 115·0 | 445·4 | 105·6 | 99·4 | 144·1 | 5710 | 224·6 | 169·5 | 286·8 | 193·0 | ..... | ..... |
| March | 115·5 | 114·8 | 446·6 | 106·6 | ..... | 143·6 | 5693 | 225·6 | 169·4 | 288·1 | 194·0 | 102·7 | 1377 |
| April | 115·6 | 114·6 | 449·0 | 107·0 | ..... | 142·4 | 5729 | 228·3 | 169·6 | 286·1 | 194·9 | ..... | ..... |
| May | 115·5 | 115·0 | 461·9 | 106·7 | 99·5 | 144·2 | 5802 | 228·0 | 170·1 | 280·6 | 194·7 | ..... | ..... |
| June | 116·1 | 115·1 | 479·4 | 107·3 | ..... | 143·8 | 5850 | 228·0 | 170·5 | 279·3 | 195·5 | 102·7 | 1400 |
| July | 116·2 | 115·2 | 480·5 | 109·1 | ..... | 141·9 | ..... | ..... | 171·0 | ..... | 195·0 | ..... | ..... |
| August | 117·0 | 115·0 | ..... | ..... | ..... | 141·7 | ..... | ..... | 171·7 | ..... | 195·3 | ..... | ..... |
| September | 116·8 | ..... | ..... | ..... | ..... | 142·6 | ..... | ..... | ..... | ..... | ..... | ..... | 1402 |

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918–49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926–46 are on base July, 1914 = 100. (i) Years 1914–47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June–December. (l) Annual averages 1948-53 and monthly index May 1953 on base August 1947 = 100. (m) Annual averages 1939–1950 are on base 1938 = 100. (n) 1953 average is for eleven months. (o) Not available. (p) Annual averages 1929-52 are on base 1936-39 = 1000

## TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935–1939 = 100)

SOURCE: Dominion Bureau of Statistics

| — | 1913 | 1918 | 1929 | 1933 | 1939 | 1952 | 1952 | Aug. 1953 | July 1954 | Aug. 1954 |
|---|---|---|---|---|---|---|---|---|---|---|
| All Commodities Classified According to Chief Component Material | 83·4 | 166·0 | 124·6 | 87·4 | 99·2 | 226·0 | 220·7 | 222·2 | 217·4 | 215·8 |
| I. Vegetable Products | 79·8 | 175·6 | 125·7 | 81·4 | 89·1 | 210·3 | 199·0 | 201·9 | 196·6 | 197·1 |
| II. Animals and Their Products | 94·4 | 169·3 | 145·2 | 79·1 | 100·6 | 248·2 | 241·7 | 247·8 | 239·9 | 229·7 |
| III. Fibres, Textiles and Textile Products | 81·6 | 220·4 | 128·1 | 97·8 | 98·9 | 251·5 | 239·0 | 237·9 | 231·2 | 230·8 |
| IV. Wood, Wood Products and Paper | 88·7 | 123·7 | 130·3 | 87·2 | 107·5 | 291·0 | 288·6 | 288·4 | 287·4 | 287·6 |
| V. Iron and Its Products | 72·3 | 164·5 | 98·2 | 89·5 | 104·8 | 219·0 | 221·4 | 220·6 | 211·8 | 211·5 |
| *VI. Non-Ferrous Metals and Their Products | 133·9 | 193·0 | 134·9 | 87·5 | 100·0 | 172·9 | 168·6 | 168·2 | 167·8 | 167·3 |
| VII. Non-Metallic Minerals and Their Products | 66·7 | 96·6 | 109·0 | 99·1 | 99·7 | 173·9 | 176·9 | 178·9 | 176·4 | 175·8 |
| VIII. Chemicals and Allied Products | 79·8 | 149·5 | 120·2 | 102·4 | 100·3 | 180·1 | 175·7 | 176·0 | 176·7 | 176·7 |
| Classified According to Degree of Manufacture | | | | | | | | | | |
| I. All Raw (or partly manufactured) | 85·1 | 154·4 | 126·1 | 79·3 | 94·9 | 218·7 | 207·0 | 210·1 | 207·4 | 204·9 |
| II. All Manufactured (fully or chiefly) | 86·2 | 169·8 | 123·7 | 93·3 | 101·9 | 230·7 | 228·8 | 229·7 | 223·6 | 222·3 |
| Non-Residential Building Materials (1949 = 100) | ..... | ..... | ..... | ..... | 60·3 | 123·2 | 124·4 | 124·5 | 121·2 | 120·2 |
| Residential Building Materials | ..... | ..... | 112·4 | 89·0 | 102·3 | 284·8 | 282·6 | 283·7 | 278·2 | 278·0 |
| Canadian Farm Products Total | ..... | ..... | 140·8 | 69·3 | 92·6 | 250·2 | 219·5 | 213·6 | 214·4 | 207·9 |
| Field | ..... | ..... | 137·2 | 69·3 | 83·7 | 223·0 | 175·1 | 157·2 | 166·6 | 167·6 |
| Animal | ..... | ..... | 144·4 | 69·2 | 101·5 | 277·5 | 263·8 | 269·9 | 262·1 | 248·2 |

* Gold is included from 1935 to date.
The indexes for 1954 are subject to revision.

## TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-SEPTEMBER, 1953-1954†

| Date | Number of Strikes and Lockouts | | Number of Workers Involved | | Time Loss | |
|---|---|---|---|---|---|---|
| | Commencing During Month | In Existence | Commencing During Month | In Existence | In Man-Working Days | Per Cent of Estimated Working Time |
| 1954* | | | | | | |
| January | 24‡ | 24 | 10,619‡ | 10,619 | 156,969 | 0·19 |
| February | 7 | 17 | 749 | 4,631 | 52,270 | 0·06 |
| March | 12 | 18 | 1,107 | 1,722 | 13,945 | 0·02 |
| April | 24 | 33 | 1,657 | 2,268 | 24,661 | 0·03 |
| May | 7 | 20 | 2,032 | 3,341 | 31,040 | 0·04 |
| June | 20 | 31 | 9,086 | 10,157 | 86,085 | 0·10 |
| July | 15 | 29 | 4,410 | 6,607 | 54,111 | 0·07 |
| August | 8 | 20 | 1,207 | 3,959 | 48,210 | 0·06 |
| September | 14 | 21 | 8,597 | 9,815 | 127,582 | 0·15 |
| Cumulative totals | 131 | | 39,464 | | 594,873 | 0·08 |
| 1953 | | | | | | |
| January | 14‡ | 14 | 2,136‡ | 2,136 | 31,050 | 0·04 |
| February | 11 | 19 | 2,448 | 3,757 | 23,777 | 0·03 |
| March | 12 | 20 | 4,479 | 5,405 | 32,998 | 0·04 |
| April | 15 | 22 | 2,854 | 3,626 | 29,180 | 0·03 |
| May | 17 | 30 | 2,740 | 4,752 | 36,097 | 0·04 |
| June | 16 | 31 | 4,809 | 6,452 | 57,300 | 0·07 |
| July | 17 | 32 | 4,653 | 7,399 | 73,898 | 0·09 |
| August | 8 | 22 | 5,038 | 9,031 | 94,578 | 0·11 |
| September | 27 | 41 | 13,499 | 17,012 | 126,306 | 0·15 |
| Cumulative totals | 137 | | 42,656 | | 505,184 | 0·07 |

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER 1954 (1)

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars (2) |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts in Progress Prior to September 1954** | | | | |
| MINING— | | | | |
| Base metal miners and mill workers, Riondel, B.C. | 1 | 216 | 1,900 | Commenced June 16; for a new agreement providing for increased wages to rates at neighbouring mine, following reference to conciliation board; terminated September 14; conciliation; compromise. |
| MANUFACTURING— | | | | |
| *Vegetable Foods, etc.*— | | | | |
| Bakery and confectionery workers, Vancouver and Nanaimo, B.C. | 7 | 471 | 9,000 | Commenced July 8; for a new agreement providing for reduced hours from 38 to 35 per week and other changes, following reference to conciliation board; partial return of workers; unterminated. |
| *Tobacco and Liquors*— | | | | |
| Brewery workers, Regina, Sask. | 1 | 130 | 2,700 | Commenced July 30; for a new agreement providing for increased wages and other changes; unterminated. |
| *Textiles, Clothing, etc.*— | | | | |
| Hosiery factory workers, Richmond, Que. | 1 | 109 | 1,300 | Commenced August 31; protesting proposed reduction in wages in new agreement under negotiations; terminated September 17; negotiations; in favour of employer. |
| *Metal Products*— | | | | |
| Hardware and brass products factory workers, Stratford, Ont. | 1 | 36 | 750 | Commenced August 13; for a new agreement providing for increased wages, following reference to conciliation board; unterminated. |
| *Miscellaneous*— | | | | |
| Mattress and bedding factory workers, Toronto, Ont. | 5 | 250 | 3,250 | Commenced August 13; for new agreements providing for increased wages and fringe benefits, following reference to conciliation board; terminated September 20; negotiations; compromise. |
| TRADE— | | | | |
| Ladies wear store clerks, Sudbury, Ont. | 1 | 6 | 100 | Commenced June 29; for a union agreement providing for increased wages and union security; employment conditions no longer affected by the end of September; indefinite |
| **Strikes and Lockouts Commencing During September 1954** | | | | |
| MANUFACTURING— | | | | |
| *Textiles, Clothing, etc.*— | | | | |
| Hosiery factory workers, Richmond, Que. | 1 | 34 | 285 | Commenced September 20; protesting proposed reduction in piecework rates; unterminated. |
| *Pulp, Paper and Paper Products*— | | | | |
| Paper box factory workers, Montreal, Que. | 1 | 184 | 275 | Commenced September 13; alleged violation of seniority in transfer of a worker; terminated September 14; return of workers pending reference to arbitration; indefinite. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER 1954 [1]

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars[2] |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts Commencing During September 1954**—Continued | | | | |
| *Metal Products*— | | | | |
| Farm implement factory workers, Toronto, Ont. | 1 | 2,500 | 36,000 | Commenced September 11; for a new agreement providing for increased wages and other changes, following reference to conciliation board; unterminated. |
| Wire cloth factory workers, Niagara Falls, Ont. | 1 | 200 | 2,000 | Commenced September 17; for a new agreement providing for increased wages and other changes; unterminated. |
| CONSTRUCTION— | | | | |
| *Buildings and Structures*— | | | | |
| Carpenters, masons, bricklayers and plasterers, Kingston, Ont. | ..... | 360 | 1,800 | Commenced September 2; for new agreements providing for increased wages, following reference to conciliation board; terminated September 9; negotiations; compromise. |
| Electricians, Sarnia, Ont. | ..... | [3] 120 | 600 | Commenced September 9; for a new agreement providing for increased wages, following reference to conciliation board; terminated September 15; negotiations; compromise. |
| Plumbers and steamfitters, Montreal, Que. | ..... | 4,000 | 56,000 | Commenced September 13; for a new agreement providing for increased wages, following reference to arbitration board; unterminated. |
| Carpenters, London, Ont. | 2 | 19 | 45 | Commenced September 15; protesting employment of machinists on certain work; terminated September 17; negotiations; indefinite, result not reported. |
| Carpenters, Ottawa, Ont. | 18 | [4] 900 | 9,000 | Commenced September 17; for implementation of award of conciliation board for increased wages in new agreement under negotiations; unterminated. |
| Building trades workers, London, Ont. | 2 | 93 | 279 | Commenced September 28; protesting delivery of materials by non-union truck drivers; terminated September 30; return of workers; in favour of employer. |
| TRADE— | | | | |
| Dairy workers and route salesmen, Pembroke, Ont. | 1 | 17 | 35 | Commenced September 13; alleged discrimination in dismissal of six workers; terminated September 15; negotiations; in favour of workers, all reinstated. |
| SERVICE— | | | | |
| *Business and Personal*— | | | | |
| Garage workers, Port Alberni and Alberni, B.C. | 7 | 43 | 800 | Commenced September 7; for new agreements providing for reduced hours from 44 to 40 per week with same take-home pay, following reference to conciliation board; unterminated. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER 1954 (1)

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars (2) |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts Commencing During September 1954—Concluded** | | | | |
| Beverage room employees, London, Ont. | 12 | 120 | 1,400 | Commenced September 13; for a new agreement providing for increased wages and other changes, following reference to conciliation board; terminated September 28; negotiations; compromise. |
| Recreation— Musicians, Toronto, Ont. | 1 | 7 | 63 | Commenced September 7; refusal to work with members of another union; terminated September 17; conciliation; in favour of employer. |

(1) Preliminary data based where possible on reports from parties concerned; in some cases incomplete; subject to revision for the annual report.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 500 indirectly affected; (4) 150 indirectly affected.

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9 Printing Trades

10 Motor Vehicle Mechanic and Repairman

11 Optometrist

12 Social Worker*

13 Lawyer*

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DECEMBER 15, 1954

# CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

## Current Manpower Situation

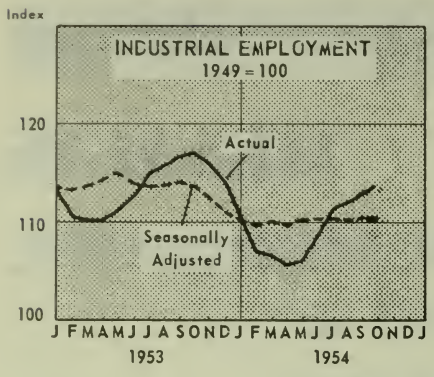
*EMPLOYMENT continued to be well sustained during November, as activity in residential construction reached record levels and as hiring in lumbering, logging and mining continued to increase. Employment in agriculture remained well above last year's level, despite the usual sharp seasonal drop during the month. Manufacturing activity was stable, although production and employment were still five and six per cent lower, respectively, than a year earlier. Because of the increase in agriculture, more people held jobs in November than a year earlier. However, since the growth of the labour force exceeded the increase in the number of jobs, unemployment continued higher than last year.*

Reduction in farming operations dominated labour market developments during November. Harvesting continued later than usual this year; with its completion employment in agriculture declined about 90,000 from its seasonal peak. Many of these agricultural workers withdrew from active participation in the labour force for the winter months. Others turned to alternative employment in such industries as forestry, mining or fishing.

A number of relatively small changes in employment occurred in other industries. Food processing operations dropped sharply from the October peak and construction began to fall off, although the level of activity was well maintained for the time of year. Offsetting increases were evident in retail trade and pulpwood cutting, which reached a peak during November. As a result, the number of persons with non-agricultural jobs increased by some 15,000. This contrasts sharply with the same period in 1953, during which the number of non-agricultural workers declined by an estimated 35,000.

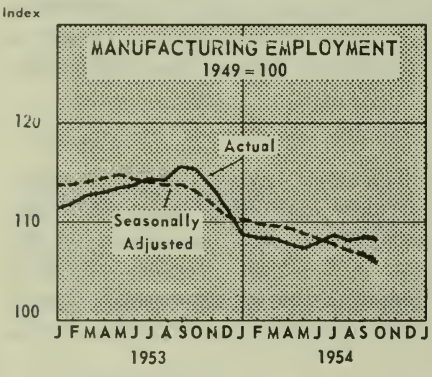
A Monthly *Labour Gazette* Feature

Because of the well-sustained level of activity, the year-to-year difference in unemployment indicators diminished during the month.




Persons without jobs and seeking work, according to the monthly Labour Force Survey estimates of the Dominion Bureau of Statistics, increased to 214,000 in the week of November 20, a total 62,000 higher than a year earlier. Job applications registered with the National Employment Service numbered 298,600 on November 18, an increase of 32,500 over the figure for November 19, 1953.

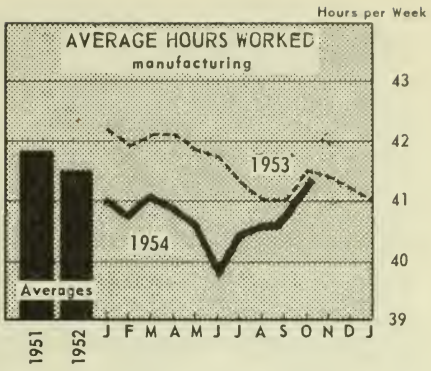
The underlying stability of labour requirements during November continued the trend that has been evident since mid-summer. One probable cause is that the adjustment of inventories in industry, which has been in progress for more than a year, has almost run its course. This has been reflected in a moderate recovery in some industries, one of which is discussed in some detail below. So far, however, the improvement has been limited mainly to the non-durable sector of manufacturing.




Sustained or increased export demand for many products has also had a significant effect on the level of employment. The situation and outlook in non-ferrous metal mining, smelting and refining, for example, has improved steadily through the summer, chiefly because of a rising demand for base metals in Europe and the United States. Similarly, substantially greater export volumes of newsprint, lumber, wood pulp and fish have been either partially or mainly responsible for higher year-to-year employment levels in these industries. Employment gains in these industries have been most marked in British Columbia and in the Atlantic provinces, owing to the relatively strong influence in these regions of export demand for these products.

The pattern of construction activity has also tended to bolster the employment level this fall. In 1954, the emphasis in building activity shifted away from large engineering projects and defence construction to commerical, institutional and residential building, much of which did not get underway until mid-summer. The change in type of construction, together with the restraining effect of bad weather this spring, shifted the weight of construction activity to the second half of the year.

The upturn in economic activity has been reflected in the length of the work week. The trend of average hours worked per week turned downward in September 1953 and remained well below the figures for a year ago. As with employment, the upturn in hours has been more marked in non-durable goods manufacturing industries and mining, although other sectors have also shown some rise.



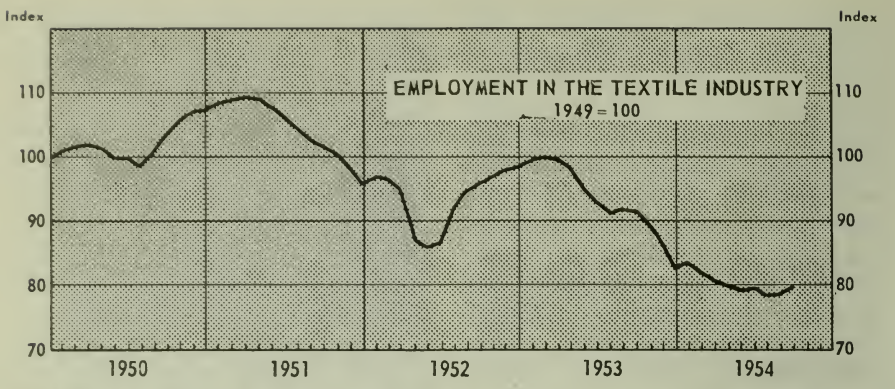

## The Textile Industry

Since 1950 activity in the Canadian textile industry has undergone wide swings and employment levels have shown variations of between 25 and 30 per cent.

In the latter half of 1950, following the outbreak of war in Korea, a strong buying movement developed throughout the textile trades. During the next 12 months, accompanying an increase in mill activity, employment increased by 8 per cent to the highest level ever attained in the industry. There was an abrupt reversal of this upward trend in the spring of 1951, however, when a major break in the textile market occurred. From April of that year, employment dropped sharply. What proved to be heavy overbuying throughout all stages of the textile industry, a general weakening of prices for natural fibres, the implementation of tighter credit policy, which worked against operators in the secondary trades with excessive stock holdings, were some of the major factors responsible for the downturn. A simultaneous decline in the textile industry in the United States added to the difficulties of the Canadian industry through the increased pressure by U.S. producers to raise export shipments. Activity and employment continued to decrease in the industry through the remainder of 1951 and into 1952 and during the summer of 1952 strike action by five Quebec cotton mills further added to the downward trend. From the peak in April 1951 to the summer of 1952, employment declined more than 20 per cent.

From the summer of 1952 to the summer of 1954, retarding influences continued to depress the industry and to hold activity well below the 1950-1951 levels. There was an upward movement in the second half of 1952 but it did not reflect a general revival in the industry and the downward trend was again established early in 1953. At August 1 of this year, employment in the industry reached its lowest point in the postwar years, the decline from the 1951 peak totalling 28 per cent or an estimated 20,000 workers.

During the past three years, the textile industry, including the secondary manufacturing industries, has been characterized by continued efforts to liquidate inventories. For this reason and because of the lack of the stimulant of improved expectations, buying has been extremely




cautious throughout all sectors of the industry. Customary forward commitments have been almost non-existent and ordering has been reduced to small-lot placements to cover immediate requirements. Imports have acted as a continual deterrent, depressing prices, further disrupting established buying patterns and generally preventing the gain in confidence necessary for any improvement.

The low level of activity in the textile industry during the past three years has had a particularly disturbing effect in towns where textile activity is the major or sole source of employment. Lay-offs and short-time operations in such towns have resulted in an increase in unemployment and a general lowering in the local level of economic activity. Towns and small cities in the Eastern Townships of Quebec and in the Ottawa Valley have been the most severely affected.

Since August of this year, however, there have been fairly firm indications of some improvement in the industry. This is particularly true for cottons, but there is also evidence of improvement in the other major divisions. Between August and October, the latest date for which employment statistics are available, this improvement has been reflected in only minor employment gains. Increases, however, have been recorded for three consecutive months; this is the first occurrence of a steady month-to-month rise since early in 1953.

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# Collective Bargaining Review, 1954

DURING 1954 collective bargaining agreements were reached, in general, only after prolonged negotiations. Many differences were dealt with by conciliation officers and boards of conciliation. Not infrequently further extensive negotiations took place following the recommendations of boards of conciliation. In some cases, more particularly towards the end of the year, work stoppages occurred involving large bargaining units of workers.

As during the previous several years, requests by unions for wage increases were major bargaining issues in 1954. Some levelling-off in economic activity, however, made wage bargaining more difficult than previously. Wage data compiled in the Economic and Research Branch indicates that a larger proportion of agreements signed in 1954 failed to provide wage increases than during the previous three years. Furthermore, the wage increases negotiated tended to be for lesser amounts than in former years. (L.G., Nov., pp. 1528-29).

In 1954, however, considerable emphasis was placed by unions on demands for improvements in so-called "fringe benefits", including vacations with pay, paid statutory holidays and group insurance plans. In fact, a few unions concentrated their entire bargaining efforts on "fringe benefits" for the 1954 contract, notably the unions of non-operating employees on the railways and the International Woodworkers of America, representing loggers and sawmill employees at the West Coast.

Considerable publicity was given to the question of the guaranteed annual wage but it did not play any significant part in bargaining during the year. One union, the United Automobile Workers of America, indicated that a guaranteed wage will be a subject of serious bargaining next year and several other international unions also announced an intention to include the guaranteed annual wage in forth-coming demands.

## Bargaining by Industry

Early in the year, negotiations were under way for employees in a number of industries including the railways, important sections of the manufacturing industries, construction, and storage. For most of these, bargaining and conciliation extended well into the second half of the year and a number of disputes remained unsettled at the time of writing. The more important contracts still unsettled at mid-December, as well as a number recently settled, are dealt with below.

**Railways** – After bargaining had failed to bring any substantial measure of agreement between the railways and the several unions representing their approximately 145,000 non-operating employees, a board of conciliation was established early in the year. The recommendations of the board, which only partially met the requests of the unions for fringe benefits, including paid statutory holidays, increased vacations, sick leave with pay and premium pay for work on Sunday as such, were made public in April.

Both parties refused to accept the recommendations. Further bargaining failed to bring agreement and negotiations were discontinued in June. Following a membership vote taken during June and July, which favoured a strike, the differences were submitted to arbitration.

The award of the arbitrator, Chief Justice Sloan of British Columbia, made in November, provides five paid statutory holidays and three weeks' vacation after 15 years of service. The unions had requested eight paid statutory holidays and vacations ranging to a maximum of four weeks from the present maximum of two weeks. Their requests for a paid sick leave plan and premium rates for work on Sunday as such were rejected.

Requests by the Brotherhood of Maintenance of Way Employees for wage increases and other benefits on behalf of railway extra gang employees were referred to a conciliation board earlier in the year. The report of the board, released in December, recommends a reduction in hours from 54 to 50 per week and a wage increase to maintain take-home pay.

Among the operating trades, agreements were signed early in the year between the Brotherhood of Locomotive Engineers and the Companies and between the Brotherhood of Locomotive Firemen and Enginemen and the Canadian Pacific Railway Company. However, a contract dispute between this union and the Canadian National Railways was referred to a conciliation board. At the time of writing, the board was still functioning.

**Basic Steel** – Agreements reached early in the fall between the Steel Co. of Canada, Limited, Hamilton, the Algoma Steel Corporation, Limited, Sault Ste. Marie, and the United Steelworkers of America provided a wage increase of 5 cents an hour and some improvements in fringe benefits. The agreements followed months of bargaining and conciliation over demands of the union for a wage increase of 8½ cents an hour and other benefits.

At mid-December a conciliation board considering differences between the Steelworkers' union and the Dominion Steel and Coal Company, Limited, at Sydney recommended an increase of 5 cents an hour and other benefits.

**Automobiles** – Bargaining followed by conciliation, which has extended over most of the year at the Ford Motor Co. of Canada, Limited, and the Chrysler Corporation of Canada, Limited, had not produced agreements by the middle of December. There were no indications of settlement in the strike of almost 8,000 employees of Ford plants at Windsor, Oakville, and Toronto, who have been on strike for several weeks.

The United Automobile Workers of America had originally demanded a 30-cents-an-hour wage increase and many other changes in its contracts. The union also sought to have all plants of the company included under one agreement. Subsequently the union scaled down its wage demand to 15 cents an hour. A board of conciliation recommended against any wage increase and many of the other changes requested by the union.

The union made similar demands on behalf of Chrysler workers. A conciliation board dealing with this dispute made recommendations similar to those in the Ford dispute early this month. At the middle of the month it was reported that the union had the authority of the membership to call a strike but that further attempts would be made to negotiate an agreement. The other major producer, General Motors of Canada, Limited, has a 5-year contract that remains in force until next summer.

**Primary Textiles** – Bargaining in this industry reflects the depressed business conditions in textiles. Thus, a substantial number of contracts were renewed throughout the year without provisions for any upward adjustments in wage rates. A board of conciliation dealing with differences between the Dominion Textile Company Limited for a number of plants in the province of Quebec and the National Federation of Textile Workers recently rejected a union demand for a wage increase of 10 cents an hour. At mid-December it was reported that employees had voted in favour of strike action if necessary.

**Grain Elevators** – A dispute between operators of grain elevators at the Lakehead and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees has remained unsettled since early in the year. A board of conciliation, in a report signed December 11, recommended a 3-per-cent increase in wages. The board reported that other matters in dispute had been settled.

**Agricultural Implements** – Negotiations began in January between Massey-Harris-Ferguson Limited and the United Automobile Workers for employees in plants of the company at Toronto, Woodstock and Brantford. After a conciliation board had recommended against the union's proposal for a wage increase of 10 cents an hour, workers at the Toronto plant went on strike on September 11. Workers at the plants in the other two cities accepted the recommendation of the board.

The strike at Toronto was terminated on November 29. A new agreement provides small wage increases for a limited number of employees and increases in the company payments to a health and welfare plan.

## Work Stoppages

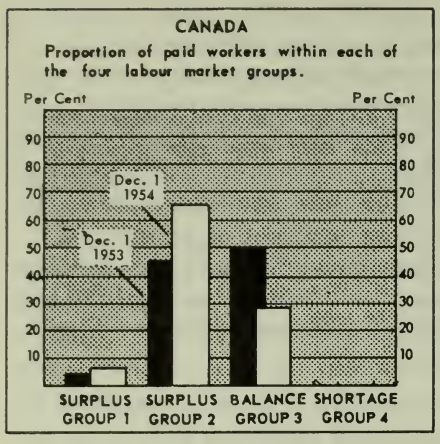
Preliminary figures compiled in the Department of Labour show that the time loss resulting from work stoppages during October and November was considerably greater than in previous months and also than in the same months of 1953. The time loss for October and November this year was 309,986 man-days and 326,460 man-days respectively, compared with 267,623 and 286,643 man-days for the same months of 1953.

For the first 11 months this year, preliminary figures record 162 strikes and lockouts involving 61,176 workers and a time loss of 1,231,319 man-hours. For the same period in 1953 the figures are 167 stoppages, 54,800 workers, and 1,059,450 man-days.

## Workers under Collective Agreements

Preliminary figures show that in 1953 workers covered by collective agreements in Canada numbered 1,538,323. This is a 2.2-per-cent increase over the previous year.

# Manpower Situation in Local Areas




SEASONAL influences played a major part in determining employment levels in most areas during November. The largest single factor was the cut-back in agriculture, affecting some 90,000 workers. A smaller number of workers was laid off because of seasonal declines. Some of the workers laid off were absorbed into forestry and by the retail trade, in which activity was approaching a pre-Christmas peak.

The effect of these developments was to increase available labour surpluses, particularly in the Prairie and Quebec regions. Altogether, 38 of the 109 areas in the monthly survey were reclassified during the month. Of these, seven moved from the moderate to the substantial labour surplus category and 30, including the metropolitan areas of Calgary, Edmonton, Winnipeg and St. John's, moved from the balanced to the moderate labour surplus category. A notable exception to the general trend was Oshawa, where unemployment declined as the result of an upturn in automobile production.

A year-to-year comparison shows that labour surpluses continued to be somewhat higher this year in the larger industrialized areas but showed little change in agricultural and minor areas. This trend is reflected in the proportion of total employment in areas with an approximately balanced labour market. As shown in the accompanying bar chart, 28 per cent of all wage earners were employed in areas where labour demand and supply were in approximate balance at December 1, 1954, compared with 50 per cent a year earlier.

| Labour Market Area | Labour Surplus * | | | | Approximate Balance * | | Labour Shortage * | |
|---|---|---|---|---|---|---|---|---|
| | 1 | | 2 | | 3 | | 4 | |
| | Dec. 1 1954 | Dec. 1 1953 | Dec. 1 1954 | Dec. 1 1953 | Dec. 1 1954 | Dec. 1 1953 | Dec. 1 1954 | Dec. 1 1953 |
| Metropolitan | 1 | 1 | 8 | 4 | 2 | 6 | – | – |
| Major Industrial | 4 | 3 | 20 | 15 | 3 | 9 | – | – |
| Major Agricultural | – | – | 5 | 4 | 9 | 10 | – | – |
| Minor | 4 | 4 | 35 | 35 | 18 | 18 | – | – |
| Total | 9 | 8 | 68 | 58 | 32 | 43 | – | – |

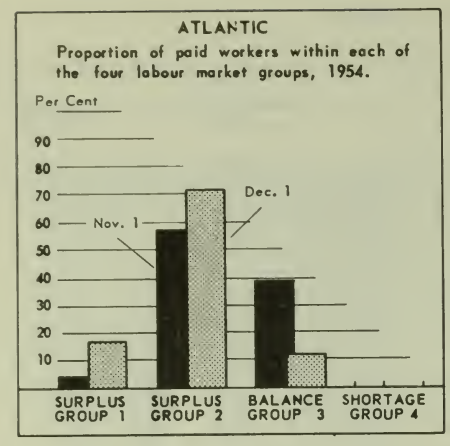
*See inside back cover, *Labour Gazette*.

# CLASSIFICATION OF LABOUR MARKET AREAS,

## December 1, 1954

| | LABOUR SURPLUS | | APPROXIMATE BALANCE | LABOUR SHORTAGE |
|---|---|---|---|---|
| | Group 1 | Group 2 | Group 3 | Group 4 |
| METROPOLITAN AREAS (labour force 75,000 or more) | Windsor | CALGARY ←<br>EDMONTON ←<br>Hamilton<br>Montreal<br>Quebec – Levis<br>ST. JOHN'S ←<br>Vancouver – New Westminster<br>WINNIPEG ← | Ottawa – Hull<br>Toronto | |
| MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity) | New Glasgow<br>FARNHAM – GRANBY ←<br>MONCTON ←<br>TROIS RIVIERES ← | Brantford<br>Corner Brook<br>Cornwall<br>Fort William – Port Arthur<br>Guelph<br>Halifax<br>Joliette<br>LAC ST. JEAN ←<br>LONDON ←<br>Niagara Peninsula<br>→OSHAWA<br>Peterborough<br>ROUYN – VAL D'OR ←<br>Sarnia<br>Saint John<br>Shawinigan Falls<br>Sherbrooke<br>Sydney<br>TIMMINS – KIRKLAND LAKE ←<br>Victoria | Kingston<br>Kitchener<br>Sudbury | |
| MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture) | | Chatham<br>CHARLOTTETOWN ←<br>PRINCE ALBERT ←<br>RIVIERE DU LOUP ←<br>THETFORD – MEGANTIC – ST. GEORGES ← | Barrie<br>Brandon<br>Lethbridge<br>Moose Jaw<br>North Battleford<br>Red Deer<br>Regina<br>Saskatoon<br>Yorkton | |
| MINOR AREAS (labour force 10,000 – 25,000) | NEWCASTLE ←<br>PRINCE GEORGE ←<br>SAULT STE. MARIE ←<br>ST. STEPHEN ← | BATHURST ←<br>Beauharnois<br>BELLEVILLE – TRENTON ←<br>Brockebridge<br>Campbellton<br>CENTRAL VANCOUVER ISLAND ←<br>CHILLIWACK ←<br>DAUPHIN ←<br>Drummondville<br>Fredericton<br>Galt<br>GASPE ←<br>LACHUTE – STE. THERESE ←<br>Lindsay<br>MEDICINE HAT ←<br>MONTMAGNY ←<br>North Bay<br>OKANAGAN VALLEY ←<br>Owen Sound<br>Pembroke<br>PORTAGE LA PRAIRIE ←<br>Prince Rupert<br>RIMOUSKI ←<br>Sorel<br>Ste. Agathe – St. Jérôme<br>St. Hyacinthe<br>ST. JEAN ←<br>ST. THOMAS ←<br>SUMMERSIDE ←<br>TRAIL – NELSON ←<br>TRURO ←<br>Valleyfield<br>Victoriaville<br>WOODSTOCK, N.B. ←<br>Yarmouth | Brampton<br>Bridgewater<br>Cranbrook<br>Dawson Creek<br>Drumheller<br>Edmundston<br>Goderich<br>Grand Falls<br>Kamloops<br>Kentville<br>Listowel<br>Quebec North Shore<br>Simcoe<br>Stratford<br>Swift Current<br>Wolkerton<br>Weyburn<br>Woodstock – Ingersoll | |

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.




TOTAL employment in the Atlantic region continued at a higher level during November than a year earlier. This situation was partly due to the fact that the decline in seasonal activities was slower than usual because of favourable weather conditions. Another contributing factor was the heavier volume of woods activity this year, which absorbed many of the workers released from other seasonal industries. In New Brunswick, firmer demands for rough pulp, together with an extensive clearing program at the Gagetown Army Camp, resulted in particularly strong demands for labour this season. Moderate employment declines occurred during November in seasonal industries such as fishing, fish processing and construction. At November 20, persons with jobs were estimated to number 491,000, a total 5,000 lower than for the previous month but 11,000 higher than for the same date in 1953.

Although total employment was at a higher level during November this year than last, no improvement occurred in manufacturing. Transportation equipment and primary iron and steel products recorded sharp year-to-year employment declines and accounted for most of the total decrease. Losses in these industries were partly offset by increases in the pulp and paper and food and beverage industries.

Nine areas were reclassified during the month—six from the balanced to the moderate labour surplus category and three from the moderate to the substantial labour surplus category. Of the 21 areas in the region, four were in balance, 13 in the moderate and four in the substantial surplus category at the beginning of December. At December 1, 1953, one area was in balance, 16 were in the moderate and four in the substantial surplus category.

### Local Area Developments

**St. John's** (metropolitan). From Group 3 to Group 2. Employment in the construction industry contracted according to the usual seasonal pattern, unskilled and semi-skilled workers accounting for most of the decline. Slackness in fish canneries continued, an additional lay-off occurring during the month owing to light catches. Total industrial employment was about equal to last year's.

**Moncton** (major industrial). From Group 2 to Group 1. Reduction of seasonal activities such as fish canning, farming, construction and pulp loading was chiefly responsible for the increase in unemployment during November.

**Charlottetown** (major agricultural). From Group 3 to Group 2. A slight reduction occurred in factory employment as the smaller canneries closed down for the season.

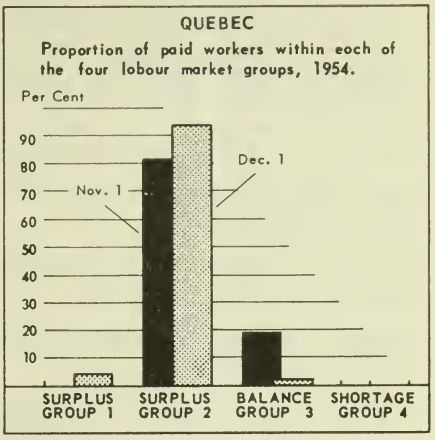
**Summerside** (minor). From Group 3 to Group 2. The decline in employment was slow since agriculture was unusually active for the season.

**Bathurst, Truro** and **Woodstock** (minor). From Group 3 to Group 2.

**Newcastle** (minor). From Group 2 to Group 1.

**St. Stephen** (minor). From Group 2 to Group 1. Closure of the textile plant, involving 400 workers, is the principal reason for increased unemployment. The Milltown Textile Cooperative Ltd. took over this plant during November and rehired 125 of the workers who had been laid off.

## QUEBEC




EMPLOYMENT in the Quebec region showed the usual seasonal decline during November, although workers were still being hired in the logging industry and in some manufacturing industries (e.g., textiles and meat packing). Cold weather resulted in the customary reduction in employment in fishing, agriculture, sawmills and other seasonal operations. Lay-offs also occurred in clothing and shoe manufacturing firms, where work had been completed on orders for the fall and for Christmas. The number of persons at work in Quebec declined about 6,000 during the month to an estimated total of 1,449,000 at November 20.

Although employment in the region was about 14,000 below last year's level, several industries that had been slack in the past year appeared to be regaining their earlier strength. Construction, after a slow beginning in the spring, reached a level comparable to that of 1953. Textile employment was increasing slightly and labour surpluses in some of the textile centers were somewhat smaller than in the same period a year ago. The iron and steel industries, on the other hand, continued to operate at a reduced level.

The seasonal reduction in labour requirements resulted in the reclassification of nine local labour market areas from the balanced to the moderate labour surplus category during the month. At the beginning of December, 21 of the 24 areas in the region were in the moderate surplus group. One area was still in balance and two moved into the substantial labour surplus category.

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 2. The labour market showed little change except for the usual seasonal decline in outdoor activities. Some rehiring occurred in the transportation equipment manufacturing, meat packing and tobacco processing industries. Iron and steel industries continued to operate below capacity. Unemployment was somewhat higher than in November 1953.

**Quebec-Levis** (metropolitan). Remained in Group 2. Seasonal activity was well sustained in construction, water transport and logging.

**Lac St. Jean** (major industrial). From Group 3 to Group 2. Seasonal unemployment was increasing but more gradually than in the fall of 1953. A year-to-year increase in employment in pulpwood and lumber logging was the main positive factor. Hiring was at a low point in the aluminium and pulp and paper manufacturing industries.

**Farnham-Granby** (major industrial). From Group 2 to Group 1. The textile industry was still weak although some workers were recalled. Rubber, furniture and electrical firms were also operating below capacity.

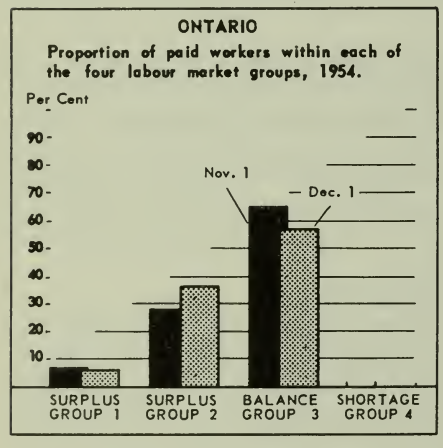
**Rouyn-Val d'Or** (major industrial). From Group 3 to Group 2. The usual seasonal displacement of workers occurred with labour surpluses about equal to those reported a year earlier. Employment at the mines was stable but little hiring was taking place.

**Trois Rivières** (major industrial). From Group 2 to Group 1. The current situation was affected by seasonal lay-offs in the pulp and paper and construction industries. Underlying weakness continued in the iron and steel industries.

**Rivière du Loup, Thetford-Megantic-St. Georges** (major agricultural). From Group 3 to Group 2.

**Gaspé, Lachute-Ste. Thérèse, Montmagny, Rimouski, St. Jean** (minor). From Group 3 to Group 2.

## ONTARIO




EMPLOYMENT in Ontario declined slightly during November despite the strength of residential construction and of some of the consumer goods manufacturing industries. The total number of persons with jobs declined by about 11,000 during the month to an estimated 1,910,000 at November 20. During the same period last year, the number with jobs remained unchanged at 1,916,000. On a year-to-year basis, therefore, little change occurred in the total number of persons with jobs but the labour force increased by about 23,000, thus increasing unemployment in the region.

The sustained level of activity in residential construction was one of the strongest factors supporting the labour market during November. This, together with the beginning of production of new model automobiles and scattered rehiring in the clothing, television receiver set, and furniture industries, helped to maintain employment levels despite seasonal declines in agriculture, sawmills, fruit and vegetable canning,

shipping and ship repairing industries. The heavy iron and steel industry continued operating at a reduced level and the strike at Ford Motor Company had further adverse effects on supplier plants.

A gradual increase in unemployment was recorded in most areas in Ontario but only four were reclassified from the balanced to the moderate surplus category; one moved from the moderate to the substantial labour surplus category. On the other hand, the surplus in Oshawa was reduced. At the beginning of December, 13 of the 34 areas in the region were in the balanced category, 19 were in the moderate and two were in the substantial labour surplus category, compared with 19 in balance, 14 in the moderate and one in the substantial surplus category a year earlier.

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 2. The seasonal increase in unemployment accelerated during the final week of November but employment in most manufacturing industries appeared to be more stable than at the same time last year. Construction continued strong.

**Ottawa-Hull** (metropolitan). Remained in Group 3. Employment in the area, particularly in construction, remained high for the time of year but there was little hiring.

**Toronto** (metropolitan). Remained in Group 3. Labour requirements in the area were small. The growing surplus in most occupational groups brought the area near the moderate surplus category by the end of the month.

**Windsor** (metropolitan). Remained in Group 1. Increased activity at the Chrysler plant prevented further deterioration in the Windsor labour market during November but the Ford strike was still affecting the employment situation.

**London** (major industrial). From Group 3 to Group 2. Little change occurred in most manufacturing industries although scattered lay-offs and short time were recorded. Construction remained fairly strong but labour surpluses in most trades were larger than a year before.

**Oshawa** (major industrial). From Group 1 to Group 2. The pick-up in production at General Motors substantially increased employment levels in the area.

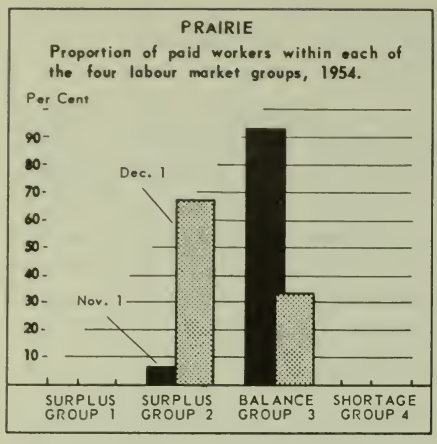
**Timmins-Kirkland Lake** (major industrial). From Group 3 to Group 2. Seasonal reductions in sawmills, woods work and construction brought this area into the moderate surplus category. Hiring for bush work was slow; many firms were setting up permanent camps.

**Belleville-Trenton** and **St. Thomas** (minor). From Group 3 to Group 2.

**Sault Ste. Marie** (minor). From Group 2 to Group 1.

## PRAIRIE

THE employment situation in the Prairie region reflected a higher level of activity during November than in the same month last year. Non-agricultural employment remained at an unusually high level during the month as firm demand continued for construction workers owing to improved weather conditions. Requirements for loggers eased since cutting operations were nearing completion at some of the camps. Employment




in agriculture declined somewhat more than seasonally during November following the unusually small decline a month earlier. Many of the agricultural workers, however, were absorbed by non-agricultural industries, this sector of the labour force having increased by about 14,000 during the month. The total number of persons with jobs at November 20 was estimated at 906,000, compared with 949,000 a month earlier and 891,000 a year earlier. Since the total labour force, however, was notably higher than in the same month last year, labour surpluses showed a slight increase.

During the month, moderate labour surpluses developed in seven of the local labour market areas that were formerly in balance. Of the 20 areas in the region, 12 were in balance, and eight in the moderate labour surplus category at the beginning of December. At December 1, 1953, 15 were in balance and five were in the moderate surplus category

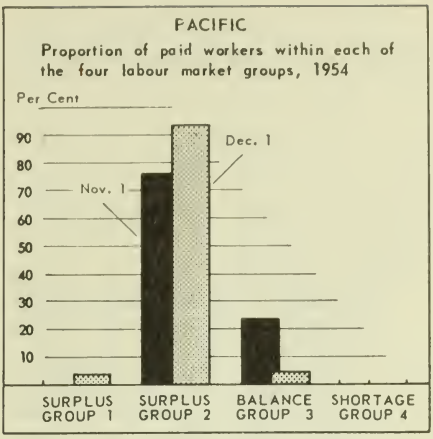
## Local Area Developments

**Calgary** (metropolitan). From Group 3 to Group 2. The increase in employment was largely attributable to an influx of workers from farm districts seeking urban jobs for the winter. Employment levels changed very little during the month in the non-agricultural industries. Construction activity was maintained at a very high level and demand continued for carpenters, plasterers, brick layers and labourers.

**Edmonton** (metropolitan). From Group 3 to Group 2. Employment reductions in road and building construction and oil exploration reached only moderate proportions during November owing to the mild weather. On the other hand, the weather adversely affected lumbering and logging activities, hampering the movement of equipment and supplies. Total industrial employment at the beginning of December was higher than in the same month last year.

**Winnipeg** (metropolitan). From Group 3 to Group 2. Employment reductions occurred in some manufacturing industries. Of these, the railway shops accounted for the largest lay-off, 250 workers being released during the month. Packinghouses received a light run of livestock during November owing to poor road conditions in rural areas. As a result, very few additional workers were needed. Total industrial employment continued at a slightly higher level than a year earlier, the increase in construction being more than sufficient to offset the decline in transportation equipment manufacturing.

**Dauphin, Portage la Prairie** and **Medicine Hat** (minor). From Group 3 to Group 2.




EMPLOYMENT in the Pacific region changed very little in November although adverse weather conditions affected most outdoor industries. The number of persons at work declined from an estimated 410,000 at October 23 to 407,000 at November 20. The comparable figure in November 1953 was 396,000. Although demand for lumber continued during the month, wet weather in certain areas severely hampered the operations of logging camps and sawmills and resulted in substantial lay-offs. Construction work, already decreasing because of the completion of various projects, was also curtailed by weather conditions. In manufacturing, a further contraction in employment occurred in machine shops and engineering plants and in fruit and vegetable canneries. Railroad and truck transportation declined somewhat as a result of the effect of the weather on logging and sawmilling. Ocean shipments of lumber, however, were brisk and provided a strong demand for stevedores.

During the month, five labour market areas were reclassified—four from the balanced to the moderate labour surplus category and one from the moderate to the substantial labour surplus category. Consequently, at the beginning of December, two of the ten labour market areas in the region were in balance, seven were in the moderate and one was in the substantial labour surplus category. At December 1, 1953, one area was in balance, eight were in the moderate and one was in the substantial labour surplus category.

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 2 but labour surpluses increased considerably, although logging and sawmill production continued at high levels. Some decline in employment occurred in almost all phases of manufacturing. Construction activity had slackened noticeably by the end of November, although apartment building was quite active.

**Central Vancouver Island** (minor). From Group 3 to Group 2. Most logging camps and sawmills were busy but towards the end of the month many camps had to close because heavy rain made logging roads impassable. The volume of construction work was considerable, although lay-offs occurred as projects neared completion.

**Chilliwack** and **Okanagan Valley** (minor). From Group 3 to Group 2.

**Trail-Nelson** (minor). From Group 3 to Group 2. Logging and sawmilling activity was sharply restricted by weather conditions.

**Prince George** (minor). From Group 2 to Group 1. More than 80 per cent of the logging camps had to close during November because of extremely wet weather and very few sawmills were able to operate. Construction work was also severely hampered by the weather.

# Current Labour Statistics

(Latest available statistics as of December 10, 1954)

| Principal Items | Date | Amount | Percentage Change From | |
|---|---|---|---|---|
| | | | Previous Month | Previous Year |
| *Manpower* | | | | |
| Total civilian labour force (a) | Nov. 20 | 5,417,000 | – 0.8 | + 1.3 |
| Persons with jobs | Nov. 20 | 5,203,000 | – 1.5 | + 0.1 |
| At work 35 hours or more | Nov. 20 | 4,747,000 | – 1.5 | + 0.1 |
| At work less than 35 hours | Nov. 20 | 346,000 | + 3.6 | + 6.8 |
| On short time | Nov. 20 | 39,000 | +25.8 | –20.4 |
| Usually work less than 35 hours | Nov. 20 | 207,000 | – 1.9 | + 6.2 |
| Other reasons | Nov. 20 | 100,000 | + 8.7 | +26.6 |
| With jobs but not at work | Nov. 20 | 110,000 | –14.7 | –15.4 |
| Laid off full week | Nov. 20 | 11,000 | 0.0 | –57.7 |
| Other reasons | Nov. 20 | 99,000 | –16.1 | – 4.8 |
| Paid workers | Nov. 20 | 3,973,000 | – 0.5 | – 0.3 |
| In agriculture | Nov. 20 | 112,000 | –18.3 | + 6.7 |
| Non-agricultural | Nov. 20 | 3,861,000 | + 0.1 | – 0.5 |
| Persons without jobs and seeking work | Nov. 20 | 214,000 | +19.6 | +40.8 |
| Registered for work, NES (b) | | | | |
| Atlantic | Nov. 18 | 31,391 | +20.4 | – 9.5 |
| Quebec | Nov. 18 | 85,309 | +14.7 | + 7.6 |
| Ontario | Nov. 18 | 107,500 | + 7.0 | +28.0 |
| Prairie | Nov. 18 | 39,322 | +34.1 | +22.6 |
| Pacific | Nov. 18 | 35,053 | +20.7 | – 2.7 |
| Total, all regions | Nov. 18 | 298,575 | +15.2 | +12.2 |
| Ordinary claims for Unemployment Insurance benefit | Nov. 1 | 209,099 | +11.4 | +36.1 |
| Amount of benefit payments | Oct. | $11,779,296 | – 5.0 | +54.9 |
| Industrial employment (1949=100) | Oct. 1 | 113.3 | + 0.4 | – 3.1 |
| Manufacturing employment (1949=100) | Oct. 1 | 108.1 | – 0.2 | – 6.2 |
| Immigration | Oct. | 11,256 | + 2.5 | – 3.9(c) |
| *Industrial Relations* | | | | |
| Strikes and lockouts – days lost | Nov. | 326,460 | – | +16.2(c) |
| No. of workers involved | Nov. | 20,628 | – | +11.6(c) |
| No. of strikes | Nov. | 23 | – | – 3.0(c) |
| *Earnings and Income* | | | | |
| Average weekly wages and salaries | Oct. 1 | $59.27 | + 0.6 | + 2.0 |
| Average hourly earnings (mfg.) | Oct. 1 | $1.40 | + 0.1 | + 2.3 |
| Average hours worked per week (mfg.) | Oct. 1 | 41.3 | + 1.0 | – 0.5 |
| Average weekly earnings (mfg.) | Oct. 1 | $57.70 | + 1.1 | + 1.8 |
| Consumer price index (av. 1949=100) | Nov. 1 | 116.8 | 0.0 | + 0.5 |
| Real weekly earnings (mfg. av. 1949=100) | Oct. 1 | 118.4 | + 1.1 | + 1.6 |
| Total labour income $000,000 | Sept. | 1,030 | + 1.6 | + 1.6 |
| *Industrial Production* | | | | |
| Total (average 1935-39=100) | Sept. | 254.0 | + 4.0 | – 1.2 |
| Manufacturing | Sept. | 256.9 | + 1.6 | – 4.9 |
| Durables | Sept. | 290.4 | + 1.6 | –10.6 |
| Non-Durables | Sept. | 235.4 | + 1.5 | + 0.1 |

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette.*

(b) See inside back cover, *Labour Gazette.*

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Notes of Current Interest

### *Rail Dispute Arbitrator Announces Award*

The arbitrator in the dispute between Canadian railways and their non-operating unions, Chief Justice Gordon McGregor Sloan of British Columbia, has brought down his award, which will be reprinted in full in the January issue. The award grants, in part, two of the employees' four requests.

Granted were five paid statutory holidays per year for hourly-rated workers, to be paid at double time if worked, against eight sought by the unions at triple time if worked. Also granted were one week paid vacation after one year of service, two weeks after three years, and three weeks after 15 years.

Union demands for paid sick leave and higher overtime pay for Sunday work were turned down. The award becomes effective January 1, 1955; the unions had demanded that it be retroactive.

In his award, Justice Sloan said increased freight rates now are not the answer to rising railway costs. He suggested a federal subsidy to spread the burden of western grain freight rates across the national economy.

### *Rail Unions to Plan Policy For Future Negotiations*

Discussions between 18 railway unions on "the situation arising from the intervention of the Government on two occasions with strike and contemplated strike action" will take place in Montreal January 5, according to an announcement made recently by Frank H. Hall, chairman of the general conference committee of the 15 non-operating and three operating unions involved. Representatives of each union will attend the meeting.

Mr. Hall announced that the interests of the employees "were gravely prejudiced" when arbitration was imposed after "lengthy" collective bargaining and conciliation procedures had been followed in the recent rail dispute. He added that in this dispute, arbitration proceedings were still under way more than a year after serving the requests on the railways.

Mr. Hall's announcement warned that "the entire process of collective bargaining" could be affected by the knowledge that the employees would "ultimately be deprived of the right to withdraw from the service" and for this reason it was necessary to review the entire matter and establish a policy "giving the ultimate protection to the interests of the employees".

### *Railways Earn, Spend Less in July, 7 Months*

Canada's principal railways had smaller operating revenues and expenses in July and the first seven months of this year than a year earlier, the Dominion Bureau of Statistics has announced.

Larger decreases in revenues than in expenses resulted in reduced net operating revenue and operating income.

Operating revenues of 16 railways in July amounted to $94,590,413, down $13,252,543, or 12·3 per cent, from the corresponding month last year. Operating expenses fell $8,437,277, or 9 per cent, to $85,435,517. Net operating revenues dropped to $9,154,896 from $13,970,162 and operating income was down to $4,393,393 from $7,778,771.

In the January-July period, operating revenues declined to $622,585,770 from $698,470,024, operating expenses to $589,720,295 from $645,333,041, net operating revenues to $32,835,475 from $53,136,983 and operating income to $9,927,982 from $23,996,169.

### *Labour Income Increased Again in August*

Continuing its increase, Canadian labour income in August totalled $1,014,000,000, a figure higher by $4,000,000 than the July total and higher by $20,000,000 than last year's August total.

The total for the first eight months of 1954 reached $7,791,000,000, an increase of 1·8 per cent over the $7,651,000,000 total for the January-August period last year.

The advance over July recorded in the August total resulted from an increase of $2,000,000 to $235,000,000 in finance and services (including government) and $3,000,000 to $83,000,000 in agriculture, forestry, fishing, trapping and mining. The finance and services group accounts for about 24 per cent of the total labour income.



98055—2

## *No-Raiding Pact Signed By TLC, CCL Officers*

A no-raiding pact which may eventually affect nearly one million Canadian workers was signed November 18 in Ottawa by the senior officers of the Trades and Labour Congress of Canada and the Canadian Congress of Labour. The agreement, which provides that neither party will conduct membership raids on the other, was signed by President Claude Jodoin and General Secretary-Treasurer Gordon Cushing for the TLC and by President A. R. Mosher and Secretary-Treasurer Donald MacDonald for the CCL.

### Affects 70,000 Only

At present, the agreement is effective only for the 70,000 workers whose union affiliation is directly controlled by the two congresses. There are about 50,000 in the TLC and 20,000 in the CCL who are members of directly-chartered unions. All affiliated autonomous unions and organizations of the congresses will be asked to ratify the agreement and thus bind themselves to its terms. (For text of the agreement see L.G., Sept., p. 1246.)

In order to settle disputes which may arise between the two labour bodies, the two Congress Presidents will meet December 16 to select a standing arbitrator who will umpire any jurisdictional conflicts.

Both organizations approved the no-raiding agreement in their respective annual conventions this year.

## *Broke No-Raid Agreement, Local's Charter Lifted*

The International Chemical Workers' Union (AFL) last month lifted the charter of one of its local unions for refusing to go along with the no-raiding pact between the American Federation of Labor and the Congress of Industrial Organizations.

Meanwhile, another AFL union, the Amalgamated Meat Cutters and Butcher Workmen, said it would comply with an impartial umpire's decision that one of its locals had been guilty of raiding a CIO union (L.G., Nov., p. 1540) but added that it was unwilling to expel the local.

The chemical union's Local 437 bargained for workers at the Dryden Rubber Division of the Sheller Manufacturing Corporation in Keokuk, Iowa, until 1952, when a local of the United Rubber Workers of America (CIO) took over. The ICWU local kept going at the plant on a skeleton basis and last August asked the U.S. National Labor Relations Board for a representation election.

When the rubber workers' union protested under the AFL-CIO no-raiding agreement, the ICWU tried to get its local to drop the petition. The local's officers refused and the parent body thereupon revoked the local's charter, thus blocking, at least temporarily, its efforts to have an NLRB election.

Only four other disputes have occurred since the no-raiding pact went into effect.

## *U.S. Labor Secretary Favours AFL-CIO Unity*

Labour unity through the merger of the American Federation of Labor and the Congress of Industrial Organizations is favoured by United States Secretary of Labor James P. Mitchell. Speaking as a guest on the *New York Times* Youth Forum on November 21, the Labor Secretary saw the union as promoting industrial peace, reducing jurisdictional disputes and developing a greater sense of responsibility in union leaders.

Mr. Mitchell admitted that many employers were concerned about the possibility that a unified labour movement would subject them to more pressure but said that he did not share this fear. He added that AFL-CIO amalgamation would not place all workers in one labour organization as only about 15,000,000 of the country's 62,000,000-member labour force were enrolled in the two union bodies.

## *Average Weekly Earnings Reached New High in 1953*

A new high in average weekly earnings paid by Canadian manufacturers to salaried and wage-earning personnel was reached during last year, according to the Dominion Bureau of Statistics in its annual report on earnings and hours of work in manufacturing.*

The new high figure, $60.38, was reached in October 1953 and was 3·6 per cent above the 1952 high of $58.30 and more than 76 per cent above the 1946 average of $34.25.

Based on nation-wide surveys taken in the last week of October, the report puts last year's increase in average weekly earnings in the durable goods industries at 3·3 per cent, to $65.30 from $63.20 in 1952, and at 3·8 per cent in the non-durable goods industries, where the average rose to $55.50 from $53.47.

**Earnings and Hours of Work in Manufacturing, 1953*, available from the Queen's Printer, Supervisor of Government Publications. Price: 40 cents.

## *Varied Groups Ask Govt. To Act on Unemployment*

Within a period of two weeks last month, three non-labour requests for action on unemployment were made to the federal Government. The appeals came from a mayors' federation, a church executive and the Vancouver city council.

The Canadian Federation of Mayors and Municipalities, in its annual brief to the Cabinet November 26, recommended a four-point program designed to check spreading unemployment and give relief to the unemployed. The program urged:—

1. A federal-provincial-municipal program of publicly-financed undertakings, especially in the most depressed areas.

2. Transfer of unemployed persons from "economically distressed" areas to localities where jobs are in greater supply.

3. Extended coverage of the Unemployment Insurance Act to cover classes of workers not now included.

4. Federal assistance payments to unemployed persons who have exhausted their benefits or are not eligible to receive benefits.

The brief pointed out that when workers had exhausted their unemployment insurance benefits, they invariably turned to the local governments for help. Since the resources of Canada's provinces varied, the provinces could not all supply the same level of assistance. The responsibility then fell on the federal Government to establish within the framework of the Unemployment Insurance Commission some system of assistance.

Mayor Don Mackay of Edmonton, President of the Federation, said later that Prime Minister St. Laurent had pointed out that the Federation's proposals would mean increased government expenditures and, in turn, increased taxes. Any increases in taxation on any level of government, Mr. St. Laurent had said, must be set on what the population was willing to accept. Also, some government expenditures had priority over others.

The executive council of the Church of England in Canada, at its annual meeting the week of November 15, urged closer co-operation of all three levels of government to aid the country's unemployed.

A report, prepared by the Church's council for social service, said the unemployment situation has become progressively worse, adding:—

"The federal Government should explore every possibility of setting up intergovernmental relationships with the provinces now, without waiting to see worse conditions arise, so that the needs of residual groups may be met when, and if, an unemployment crisis develops."

Finally, the city of Vancouver made a plea to the federal Government November 25 for a "Colombo Plan" to help its thousands of unemployed.

Alderman Jack Cornett made the request on behalf of city officials, organized labour, management and charitable agencies.

One city official suggested that Canada's food surpluses, now going in part to feed hungry millions in Asia, should be diverted in some degree to Vancouver.

## *Canada's Economy Enters "Readjustment Period"*

After a long period of expansion, Canada's economy has entered a period of readjustment, it was stated in the 1954 economic report released by the Organization for European Co-operation November 9. "The underlying strength of the economy is, however, evident," the report added.

The report stated that the economic decline in Canada "has been significantly less" than in the United States and that the balance of payments position has tended to improve rather than to deteriorate. Indications of an upward trend in the economy were cited in the report.

Prior to 1953, the Canadian economy had been showing "very vigorous" expansion with gross national production increasing by as much as six per cent annually, the report said. The levelling-off and decline was attributed to such factors as a drop in defence expenditures, lower exports and a more cautious attitude concerning the accumulation of non-agricultural stockpiles.

The high level of construction was cited as a stabilizing factor and the further development of Canada's oil industry was noted as a factor making for reduced imports of petroleum.

The report concluded by noting that foreign competition should serve to limit any marked tendency for domestic costs and prices to get too seriously out of line with those in other countries.

## *B.C. Govt. Asks Business To Eliminate Overtime*

The British Columbia Department of Labour last month wrote to 20,000 of the province's employers asking them to eliminate overtime and hire additional workers instead. This action was requested to alleviate the province's unemployment situation.



98055—2½

## *U.S. Economy on Upturn, One Economist Believes*

Wage increases and other economic measures to insure recovery next year from this year's business recession were urged recently by a prominent economist in the United States. Another economist has said that the recession low-point in production has been reached and the United States economy has resumed its upward movement.

Sumner H. Slichter, Professor of Economics at Harvard University, said in an address in Boston that "another year must not be permitted to pass without wages rising to keep pace with gains in efficiency". He warned, however, that "increases should not be large but should be widespread".

Dr. John K. Langum, former economist of the Federal Reserve Bank, Chicago, said that in his opinion the index of production may average 130 next year, compared with 124 this year.

Prof. Slichter said that with greater production, a larger labour force and higher productive efficiency, "a recovery that does not push production in 1955 well above the levels of 1953 cannot be regarded as satisfactory".

The lag in United States business activity, said Prof. Slichter, should be fought by the government with a fiscal policy including greater tax cuts. Meanwhile, responsibility for immediate recovery falls on private enterprise through an increase in investment, a rise in the ratio of incomes spent for consumption, a cut in prices as efficiency advances, and a rise in wages as efficiency advances.

Dr. Langum told a Chicago convention that, despite current favourable signs, next year will probably be regarded as a year "of moderate recession" by some standards.

"Unemployment in 1955 may be even higher than it was this year," he continued. "The rise in production now under way probably will not suffice to provide for the rising labour force in the face of greater productivity".

## *Unemployment in U.S. Drops to Year's Low*

Unemployment in the United States dropped to a low point for the year in early October. The number of jobless fell to about 2,741,000 from an estimated 3,099,000 in September.

The U.S. Department of Labor reported at the end of November that a pick-up in factory jobs was underway and was expected to continue in the immediate future. Three major areas were reclassified from the substantial labour surplus category to the moderate labour surplus category.

The step-up in the production of 1955 model automobiles was an important factor in the manufacturing rise, the Department said.

Another Labour Department report released late last month showed that initial claims for unemployment compensation declined by 19,300 to 247,100 during the week ended November 13. For the same week of 1953, initial claims numbered 274,000.

In November the U.S. Department of Commerce reported that total business activity in the United States in the third quarter of this year remained at about the same level as has prevailed since January.

The Department said that in the July-September period, increases in spending by the public for personal needs, continued expansion in construction, and increased state and local government spending almost balanced off a sharp reduction in federal government defence spending, cuts in business inventories, and reduced business spending for new plant and equipment. The net result was a very small drop during the third quarter in gross national production from the $356,000,000,000-per-year rate of the second quarter to a $355,500,000,000-per-year-rate.

Total third-quarter production was approximately 3¼ per cent lower than the production rate in the third quarter of 1953, a record year.

## *Hourly Earnings Decline For 3rd Month in Row*

Average hourly earnings in manufacturing at the beginning of September declined for the third month in a row, the Dominion Bureau of Statistics has reported.

The drop was the result of seasonal and other changes in industrial and sex distribution and lessened incentive production bonuses during the vacation period. Layoffs due to model change-over in the automotive industry were among the more important changes.

Hourly earnings at the first of September stood at 139·6 cents, compared with 140·9 a month earlier and 135·7 a year earlier.

The work-week averaged 40·9 hours compared with 40·7 at the beginning of August and 41·0 at September 1 last year.

Weekly wages averaged $57.10 compared with $57.35 at August 1 and $55.64 at the beginning of September 1953.

## *In U.K., Only 1.2 Per Cent Of Workers Unemployed*

The number of persons in civil employment in Great Britain at the end of September was 22,620,000, according to figures released by the Ministry of Labour and National Service. The total was approximately the same as that for the end of August.

Persons registered as unemployed on October 11 numbered 254,000, an increase of 18,000 from September 13. Unemployment was 1·2 per cent of the estimated number of employees, compared with 1·1 per cent in September and 1·5 per cent in October last year.

## *Employment in Australia Reaches Record Total*

Civil employment in Australia reached a record total of 2,656,400 at the end of July, according to the country's bureau of statistics. The figure does not include those persons employed in rural industry or private domestic service.

The federal employment bureau reported 55,000 job vacancies for November.

## *Only 7 Complaints Filed Under Canada FEPA*

Since the federal anti-discrimination law, the Canada Fair Employment Practices Act, came into force on July 1, 1953, seven official complaints of violation have been filed under it. The Act applies to employment in undertakings under federal jurisdiction.

Five of the complaints were quickly settled by correspondence or direct conciliation and the other two are under investigation, J. D. Love, of the Fair Employment Practices Section, federal Department of Labour, informed the Fair Practices and Human Rights Conference at Toronto on October 31.

The conference was sponsored by the Toronto District Trades and Labour Council (TLC) and the Toronto Joint Labour Committee for Human Rights.

A number of complaints which could not be dealt with officially under the Act were processed by the Department informally.

### Persuasion Sufficient

It has not been necessary so far, said Mr. Love, to go beyond the first phase of enforcement—"the persuasive phase"—to settle complaints with adequate guarantees of compliance with the Act.

"That situation may or may not continue," he said. "We hope it will, because experience under this type of legislation, both here and in the United States, has underlined the desirability of persuading rather than forcing employers and others to accept their responsibilities."

## *Series on Discrimination Broadcast in French*

A series of five French radio broadcasts on anti-discrimination, sponsored by the Department of Labour and carried over 25 French-language stations, began in November.

The French series paralleled the English one that was heard over 81 stations last June and July but featured different speakers.

The speakers for the French series, with the subjects of their addresses, were: the Rev. Father Bernard Mailhiot, OP, professor of social psychology at Montreal University: "French Canada Looks at Discrimination"; Gratien Gélinas, well-known playwright and actor: "Discrimination and Canada's Future"; Gérard Filion, publisher of *Le Devoir:* "Discrimination and Canada's Reputation Abroad"; Michael Rubinstein, President of the Jewish Labour Committee of Canada: "Discrimination: Symbol of Decadence"; and the Hon. Alcide Côté, Postmaster-General: "Discrimination and the Law".

Copies of the scripts of the broadcasts are available from the Information Branch, Department of Labour, Ottawa.

## *Steel Union Officers Told To Shun Discrimination*

Officials of the United Steelworkers of America (CIO) have been warned, in a recent policy statement, against any direct or indirect job discrimination against members of minority groups.

The statement points out that it is not only the union's policy to fight job discrimination because of race, religion or national origin but its legal duty to do so; that the union's policy will be violated if an officer signs a contract that blocks promotion of employees because of their race, religion or national origin, or allows such indirect devices as segregation of a particular racial group in a special department; and that the union's legal duty extends also to the administration of a contract.

Violation of this policy, the statement warns, may deprive a union of its bargaining rights under the Taft-Hartley Act and may subject it to damage suits.

## *Guaranteed Annual Wage Tops UAW's 1955 Demands*

A guaranteed annual employment plan that would give all workers with two year's seniority 52 weeks' work—or pay—heads the list of demands the United Automobile Workers of America (CIO) will make on the automotive industry in the United States when current five-year contracts expire next summer.

The demands were approved by almost 1,100 delegates from the United States and Canada at a two-day "Economic and Collective Bargaining Conference" in Detroit last month.

### Strike Fund

The conference also recommended the building-up of a $25 million strike fund. This recommendation will be presented for approval at the union's convention next March.

The first demand on the UAW list also seeks to protect non-seniority workers against short-work-weeks and layoffs without advance notice.

The union's current contracts expire at General Motors on May 29, at Ford on June 1 and at Chrysler on August 31.

The guaranteed employment plan, which earlier bore the name "guaranteed annual wage" plan, is the result of more than two years of study by the UAW and outside experts. As drafted by the union, the plan calls for a guarantee of one week's (40 hours) work or pay for each two weeks that a worker with two years' seniority has worked for the employer, up to a maximum of 52 weeks. Thus, a man who has worked two years would be entitled to one year of work, or pay in lieu. Unemployment compensation payments would be deducted from the guarantee.

The second part of the plan calls for a guarantee of 40 hours' work or pay for any worker called in for part of a week.

Other demands on the list were:—

A wage increase of 5·3 cents per hour plus incorporation in the basic wage of at least 5 cents of the annual improvement factor, for a total of 10·3 cents per hour.

An increase in the amount of the annual improvement factor.

A raise in pensions from $144.50 to $192 a month.

Full payment by management of the cost of health plans. (Present plans are contributory.)

An improved overtime pay program.

An equal voice in the administration of the $500,000,000 pension trust fund now supervised by management alone.

A preferential hiring plan under which various auto plants would be required, when hiring, to give preference to laid-off auto workers in the same area.

The union has decided not to agree to another five-year contract. It will seek to limit them to two years if they contain escalator and improvement-factor provisions, to one year if they don't. UAW President Walter Reuther said this decision was prompted by automation, the replacement of mechanically-operated machines with robot-controlled operations.

Substitution of machines for men was moving ahead so rapidly, he explained, that it was imperative for the union to be able to bargain more frequently.

A report issued at the conference declares that the automobile industry may be fully automated within a decade and that the work now done by about 1,000,000 UAW members could be done by 200,000.

The report said that the guaranteed employment plan would discourage employers from closing down existing factories and re-opening new automatic plants, and the wage increase would ensure that workers continue to share in the increased productivity derived from automation.

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## *Commodity Imports Down In Sept., First 9 Months*

The value of Canada's commodity imports in September was almost 12 per cent below those in September last year. In the January-September period, this year's imports were valued 9 per cent lower than last year.

In September, the largest decrease was in the iron and iron products group. In the nine-month period, the largest decreases were in iron and iron products, fibres and textiles, and non-metallic minerals.

Some comparisons between September this year and September 1953, in thousands, with the year-earlier figures in parentheses, are: non-farm machinery, $26,515 ($31,611); automobile parts, $8,171 ($17,150); farm implements and machinery, $7,861 ($12,594); coal, $10,032 ($14,047); automobiles, $2,708 ($3,995); cotton products, $5,827 ($6,623); wool products, $4,565 ($5,885).

Some comparisons between the two January-September periods are: non-farm machinery, $294,962 ($302,269); automobile parts, $143,174 ($176,829); farm implements and machinery, $123,078 ($184,553); coal, $74,798 ($101,030); automobiles, $60,361 ($86,077); cotton products, $57,900 ($72,009); wool products, $46,883 ($56,255).

## *Producer Sees Early End To Textile Recession*

A rising demand for certain textile fabrics may bring the three-year recession in Canada's textile industry to an end by January, a Montreal clothing manufacturer predicted recently.

Montague Buckman, Executive Director of one of Quebec's three producers of corduroy, said that recent heavy orders for that material may spread to the entire textile industry soon. Rates for the fabric, he said, have risen by four to five cents per yard and imports have fallen.

Although the trend will have no startling effect on employment in Quebec province's corduroy mills, "it should result in an increase of 50 per cent in employment at basic textile plants," he said.

The rise in corduroy prices was put into effect by the manufacturers, said Mr. Buchman. He pointed out that mills in the United States had increased prices five times in the previous three weeks.

Canada's corduroy producers had cut prices by about 20 per cent since the start of the textile slump.

## *Board Says Woollen Mill Can't Afford Pay Boost*

An Ontario conciliation board has upheld the contention of a textile firm that it is unable to restore a wage cut accepted temporarily by its employees last March.

The board was set up in a dispute over the wage issue between the Dominion Woollen and Worsted Company of Guelph and its employees, members of the Woollen Workers' Union of Hespeler (independent). Last March 1 the union accepted voluntarily a 13-per-cent wage cut in order to enable the mill to continue operations in the face of competition from imported textiles (L.G., March, p. 348).

The voluntary deduction was to continue to September 30. After that deadline, when new contract negotiations were opened, the union maintained that the deduction should be restored. The company said its position was that to restore the deduction would strain its finances "to the breaking point".

In a report made public November 30, the conciliation board said: "A careful review of the situation brings the conclusion that to recommend any increase in wages from the present level at this time would only result in a complete shutdown of the plant with a resultant loss in employment to those whose homes had been established in the community."

The board recommended that existing rates of pay should continue for one year from the date of the signing of an agreement and that wage discussions should be re-opened six months from that date.

## *UMW, Coal Operators Ask Federal Fuel Policy*

Coal miners and operators in Western Canada last month urged the federal Government to increase subventions on coal and increase tariffs on imports from the United States.

In a joint brief submitted to members of the Cabinet November 22, District 18 of the United Mine Workers of America (CIO-CCL), the Coal Operators Association of Western Canada and representatives of the Alberta, Saskatchewan and British Columbia governments said these measures would help save the industry from ruin.

They also asked for the establishment of an energy control board to produce a national fuel policy and of an emergency committee to study the problems of western mines and recommend solutions within 60 days.

The brief said an increase in tariffs on United States coal imports should be high enough to cut imports to 20,000,000 tons per year from the present 22,000,000 tons. An increase of 2,000,000 tons in western coal consumption, it said, would allow the industry to live.

Coal production in Western Canada has declined by 3,000,000 tons to 9,392,000 tons per year since 1949 and 62 mines have closed during that period, the brief said. Many mines now operate only a few days each week.

## *September Immigration Much Less Than in 1953*

The number of immigrants to Canada in September was 12 per cent less than the number in the same month last year but the total for the first nine months of this year was one per cent higher than for the corresponding period in 1953, according to figures released by the Department of Citizenship and Immigration.

In September, 10,979 persons entered Canada, compared with 12,471 in September last year. Of these, 2,512 came from the British Isles, 1,326 from the United States, 4,577 from North European countries, and 2,564 from other countries.

For the nine months ending September 30, 1954, immigrants numbered 126,853, compared with 125,098 for the same period last year.

## National Health Insurance Comes to Sweden Jan. 1

A national health insurance scheme covering every citizen and every permanent resident of Sweden will go into effect January 1.

The plan, approved by the Swedish Parliament recently, is compulsory. It will be financed by premiums of the insured persons (44 per cent), by contributions from employers (29 per cent), and by the state (27 per cent). The state's share will be passed on to tax bills.

Every citizen and every person residing in Sweden above the age of 16 years and having a taxable income of at least $233 per year will be required to pay state health-insurance premiums. The only exempt persons are those receiving national old-age and disability pensions.

Under the plan, physician fees will be reimbursed 75 per cent up to a certain ceiling, as will fees for dental work at clinics, high schools and hospitals.

Public wards in state hospitals will be free. Transportation to and from hospital, or by the doctor to and from the patient's bedside, will be reimbursed wholly or in part, depending on circumstances. Certain medicines will be furnished free of charge and others at reduced prices.

On an annual income of $1,750, the premium an insured person will pay for this protection will be $25.22 yearly. Compensation received for loss of working time will be $2.72 per day. This, concurrent with the allowance for hospital care, will run up to two years.

Persons earning in excess of $3,000 annually will have the option of carrying an additional amount of insurance commensurate with their earnings. The maximum sick benefits allowed under the concurrent voluntary-insurance program will be $3 per day for 90 days and $1.80 per day thereafter up to two years.

## U.S. Government Opposes Compulsory Health Plan

Support for President Eisenhower's health reinsurance proposal was asked from the American Medical Association recently by the U.S. Secretary of Health, Education and Welfare, Mrs. Oveta Culp Hobby. The proposal was defeated in the U.S. House of Representatives last summer.

In an address to a meeting of the Association's house of delegates in Miami, the Health Secretary described the President's proposal as "active support of voluntary health insurance". This would include a $25,000,000 reinsurance fund to underwrite in part the possible losses insurance companies might encounter in expanding health insurance coverage.

Mrs. Hobby said the present U.S. Government was opposed to the concept of national compulsory health insurance. She added, however, that experience over the last six years had shown a widening gap between the cost of medical care covered by voluntary insurance and total outlays for medical care.

A "voluntary reinsurance system," she declared, was "the only proposal that is clearly consistent with the principle of self-help."

## Labour, Employer Groups Support World Calendar

Member-nations of the International Labour Organization have been advised by the Canada Branch of the ILO that this country's major labour organizations and employer associations have this year asked the Government to try to advance the adoption of the World Calendar.

ILO representatives were present last July when the United Nations Economic and Social Council unanimously accepted an Indian resolution that requested the UN Secretary-General to transmit to all world governments relevant documents on the World Calendar with a request that they study the question and submit their views for consideration at the 19th session of the Council to be held in New York next May (L.G., Aug., p. 1112).

## U.S. Will Support Plan For Development Abroad

The United States Government has given its approval to the establishment of an International Finance Corporation to assist in the economic development of other countries.

Membership in the proposed corporation would be open to all 57 member-nations of the World Bank, but the plan would not go into effect until $75,000,000 had been subscribed by a minimum of 30 nations.

The subscription of each member country would be in proportion to the country's stock in the World Bank. This would make the United States subscription the largest, at about $35,000,000, followed by Britain with approximately $14,000,000.

U.S. Secretary of the Treasury George Humphrey said the Government would submit the plan to Congress as soon as details have been worked out with the other World Bank nations. This may not be before next February or March.

## *Sept. and Nine-Month Housing Totals Higher*

Construction was started on 12,760 new dwelling units in September, 2,552 or one-fourth more than in the same month last year, the Dominion Bureau of Statistics has reported. The number of units completed during the month was 8,615, a slight dip from the 8,643 finished in September last year.

At the three-quarter mark this year, both starts and completions were running about 6 per cent ahead of last year's records. Starts numbered 84,327 compared with 79,671 in the first nine months of 1953; completions, 66,288 compared with 62,407.

At the end of September there were 75,310 units under construction, 2,255 or 3 per cent more than on the same date last year.

## *U.S. Housing Starts Up 3 Per Cent in Sept.*

Non-farm housing starts in the United States advanced in September, contrary to usual seasonal trends, to 114,000 units, a number 3 per cent higher than the August figure, according to preliminary estimates of the U.S. Department of Labor's Bureau of Labor Statistics.

During the first nine months this year, the number of new dwelling units put under construction totalled 906,500, about 5 per cent more than in January-September 1953.

## *Co-op Housing Groups On Increase in Britain*

Co-operative house-building groups in the United Kingdom increased to 137 by the end of 1953, according to the report of the Chief Registrar of Friendly Societies. Their membership totalled 2,778.

Housing societies of this type were first formed in Britain about six years ago. More than a third of them had begun building by the end of 1953.

Co-operative house-building groups are set up to build houses for their own occupation by an organized use of their leisure time.

## *U.S. Employers Urged To Hire Older Workers*

Attempts are being made in the United States to convince employers that it is good business to hire older people.

Arthur Larson, U.S. Under-Secretary of Labor, called recently for a full-scale study of the abilities and work habits of older workers. Such a survey, he predicted, could overcome "the long-standing prejudice against older workers in American hiring practices".

Speaking at a conference in Pittsburgh, Mr. Larson said that "a study of 3,660 factory workers, based on judgments of foremen, showed as many above average ratings in ability, attendance, and attitude among older workers as among younger workers. As many were considered worth re-hiring and fewer older workers were discharged for incompetence."

Another study of 3,000 workers in department store employment showed, he said, that merit increases were earned more frequently by older workers.

Mr. Larson made two suggestions in his speech, before a conference on the problem of making a living while growing old, that might help to remove the barrier to the employment of older workers. Both were aimed at eliminating the additional pension costs to an employer when he hires an older worker.

One of his proposals was that employers and insurers set up a pension fund similar to the second-injury fund under workmen's compensation laws, which would be used to finance the back credits for pensions that an employer assumes in hiring an older worker. Calling his idea "immature" but one that others may be able to develop, Mr. Larson stressed that such a fund would be complex, national in scope and would involve "an appalling variety of plans and financial arrangements".

A partial solution to the problem suggested by Mr. Larson would be the provision for full vesting under pension plans, so that an older worker could be hired with a substantial vested pension right and the new employer would be required only to keep his pension contributions current.

## *NES Placement Efforts*

The November number of *Employment Security Review,* published by the Bureau of Employment Security, U.S. Department of Labor, is devoted to "Services for Older Workers". Eleven articles deal with the U.S. Labor Department's Intra-departmental Committee on the Older Worker, older workers in federal employment, and activities on behalf of older workers in several of the American states.

One of the articles, describing Canadian efforts to place older workers in employment, was prepared by the Special Placements Section of the Unemployment Insurance Commission.

## Lucien Tremblay Heads Teamsters in East

The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC) has appointed a representative for its newly-formed Eastern Canada region (L.G., Sept., p. 1237). The union has also announced plans to build up a membership of 250,000 in Canada.

Lucien Tremblay, who for the last decade has been an organizer in Canada for the American Federation of Labor, has been appointed to organize the eastern region, which includes Quebec, New Brunswick, Nova Scotia and Newfoundland.

His appointment completes the teamster's latest organization plan in which the country was divided into three regions. Harry I. Bonnell of Vancouver is representative of the Western division, which comprises British Columbia, Alberta and Saskatchewan. I. A. Dodds, of Windsor, is representative of the Central division, which embraces Manitoba and Ontario.

Mr. Tremblay said at a press conference after his appointment that $1 million will be spent by the teamsters' union for organization work in his region. The membership target for Montreal alone, he said, is 75,000.

## Eighth Co-ordinator of Rehabilitation Named

W. H. Davis, for the past nine years Executive Secretary of the Newfoundland Tuberculosis Association, has been named provincial co-ordinator of rehabilitation for Newfoundland. His appointment brings to eight the number of provincial co-ordinators under the federal-provincial national rehabilitation program.

During his nine years with the Newfoundland Tuberculosis Association, Mr. Davis travelled to every part of the province to gain an intimate knowledge of the problems affecting the welfare of the province's people. He initiated the Association's program for the rehabilitation of the tuberculous.

Commenting on the appointment, Hon. Milton F. Gregg, Minister of Labour, remarked on the importance being attached by all provinces to the selection of their provincial co-ordinators. All had made great efforts to find the best possible men to fill the positions, he said.

The national rehabilitation program is sponsored by the federal Department of Labour, Health and Welfare, and Veterans Affairs and is based on co-operation between the federal Government, the provincial governments and various voluntary agencies. Its objects is the gradual development of a program to make rehabilitation services available to everyone who needs them, regardless of where they live or what their disabilities are.

## Demand for Professional Staff to Remain Strong

The demand for professionally-trained persons will continue strong during the next two years, although it will not be as pronounced as in 1952 and 1953, it was found in a survey of major Canadian employers by the Economics and Research Branch of the Department of Labour in co-operation with the Executive and Professional Division of the National Employment Service.

Results of the survey, which in addition to determining the requirements of the participating firms for professionally-trained staff sought to learn past and expected recruitment difficulties, are published in a booklet, *Survey of Industrial Requirements for Professional Personnel, 1952-56*, obtainable from the Department of Labour.

## Occupational Monograph On Railway Jobs Issued

A new publication in the "Canadian Occupations" series has been issued by the Department of Labour. It is entitled "Railway Careers".

Basic material for the new monograph and pamphlet, prepared by the Department's Economics and Research Branch, was supplied by officials of the Canadian National Railways and the Canadian Pacific Railways in co-operation with the major organizations representing railway employees.

A complete list of titles in the series appeared at the back of the November issue of the Labour Gazette.

## Supply and Demand for Graduates Nearly Balance

The supply and demand situation for new university graduates is more nearly in balance than for some years, it is reported in a bulletin recently issued.

The bulletin, which describes the situation in all principal faculties, was prepared by and is obtainable from the Executive and Professional Division, National Employment Service, Unemployment Insurance Commission.

# NEW YEAR MESSAGES

## Hon. Milton F. Gregg, Minister of Labour



It is now over a year since an easing began to occur in the exceptionally tight labour market situation that prevailed in the early summer of 1953. The economy has since proceeded through a period of adjustment, although beginning in the summer of this year indications have pointed to stability and, in recent months, to some improvement in the level of economic activity and employment, while unemployment continued on a higher level in 1954 than in 1953. On balance, we can say that 1954 has been a fairly good year.

The most encouraging development in the Canadian manpower picture this past summer and fall has been the firming in employment in several industries which last year and particularly last winter were cutting down production. Since the beginning of the year, employment trends in various parts of the economy have been quite mixed. While employment in the services, trade, finance, and public utilities industries has moved steadily upward, employment in manufacturing has declined. This reduced activity in manufacturing, however, has been moderate and it has not radiated out and prevented growth in other parts of the economy.

Since early summer, employment in the non-agricultural industries, which had dropped below the level of the previous year during the winter months, stabilized and in agriculture rose above last year's high level. In manufacturing, some encouraging signs developed during the summer. Although employment in the durable goods industries, which underwent the most serious adjustments during the year, did not entirely achieve stability, some return of strength is indicated in the soft goods industries. Some gains in employment have been made in textiles, clothing and leather goods industries, while employment in the paper products, non-metallic minerals, chemicals and petroleum industries has continued to expand. Apart from coal, the mining industry has shown considerable buoyancy in recent months. Forestry employment exceeded last year's level in October and November, and construction has been active this fall, particularly in the residential field.

Another encouraging indication of underlying strength in the economy has been the way in which over-all consumer income and expenditures have been sustained during the past year. Total personal income during the second quarter of this year (of which labour income accounted for more than 60 per cent) was 4 per cent higher than during the same quarter in 1953. Since the index of consumer prices was only slightly higher than last year, this increase represents a gain in average real income for Canadian workers.

With the relative improvement in the employment picture, and despite a continued and fairly rapid growth of the labour force, the demand for labour has been sufficiently strong in recent months to reduce the year-to-year gap in the unemployment level.

Allowing for the seasonal trend, this increased strength in labour requirements during recent months arises in part from the higher output in forestry, mining, and other primary industries as a result of sustained export volumes of the products of these industries. Besides, inventories in many industries have been reduced from those of a year ago. This has given an impetus to new production.

These factors, together with increased strength in construction during the latter half of 1954, have removed some of the weakness that was present in the economy last winter and during the first half of 1954, and, when combined with continued strength in the trade and services industries and the absorptive power of agriculture, points to a stronger over-all picture, employment-wise, than was the case a year ago. This picture is tempered, however, by the lower levels of employment in manufacturing compared with last year and the fact that some adjustments are continuing to occur in this sector for various reasons.

Employment in the food processing industries and in the trades and service industries (which together employ as many persons as manufacturing) have shown moderate gains through the past year. At the 1st of October, for example, employment in the service industry was 3 per cent higher than last year, continuing gains that have been apparent most of this year. Gains have also been recorded for finance and insurance as well as trade. This reflects the continuing higher levels of consumer spending directed towards these particular aspects of economic activity.

Growth of employment in the pulp and paper industry and the chemicals industry has provided important offsets to adverse developments in other sectors of manufacturing.

In construction, the emphasis in building activity has shifted away from large engineering projects towards commercial, institutional, and residential building. In addition, there has been a decline in defence construction. This shifting pattern, together with the restraining effect which bad weather has had upon construction activity, make it difficult to assess at this date their net effect on employment in this industry throughout 1954. It is clear, however, that construction activity has been heavily concentrated in the latter half of the year, while various indicators point to a continuing high level of demand. It is probable, therefore, that the volume of inside work (and employment) may somewhat exceed last year's levels during the winter months.

In forestry, the strong and continuing demand for newsprint and lumber in this and other countries is providing a strong support, both to logging and associated industries.

In mining, employment is currently slightly higher than last year, and here, as in the case of forestry, export shipments are holding to year-ago levels.

In view of the levelling off in economic activity during 1954, one might have expected some serious labour-management differences to develop.

In many instances collective agreements have not easily been reached. Collective bargaining during the past year frequently extended over several months. Many disputes were referred to the conciliation services of both the federal government and provincial governments. In a number of cases, more particularly during the latter part of the year, strikes of considerable economic importance have occurred despite intensive bargaining and conciliation.

On the whole, however, managements and unions have approached negotiations realistically and have been able to adjust to our changing economic situation. Bearing this in mind, and considering that there are indications of increased confidence in the future, I think we can look forward to a continuation of sound labour-management relations during 1955.

Both the numbers of agreements providing wage increases and the amounts of the increases were less than in the previous three years but a further increase in the average level of wage rates is indicated. While wages continued to be an important bargaining subject during 1954, considerable attention was given to so-called "fringe benefits". In some cases, unions concentrated their attention entirely on these items. We have seen steady improvements being made in conditions of work, including hours of employment, annual vacations, statutory holidays, pension and group insurance plans.

In view of recent developments, such as the higher level of activity in residential construction, more employment in logging and lumbering, the improvement in mining, and the steady growth of employment in the services and trade industries, job opportunities should be somewhat more numerous this winter than a year ago, although offsetting this, of course, will be the continued growth of the labour force.

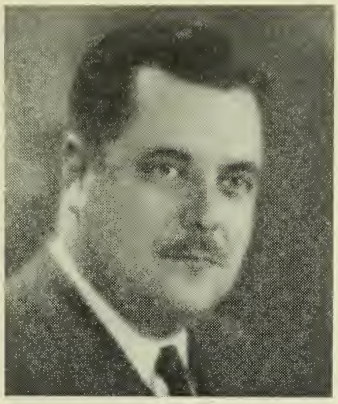
It is difficult to foretell long-range future developments but there appears to be no real reason for being gloomy. On the contrary, there has appeared in the latter part of 1954 encouraging evidence of growing confidence in our future by both business and investors. And other more complex economic stimuli notwithstanding, confidence in our future is still the best spur to progress.

Finally, I would like to say on behalf of the federal government that you have our best wishes for a happy, successful, and productive New Year.

## Claude Jodoin, President

### The Trades and Labour Congress of Canada

At this Christmas season and the turn of the year it gives me very great pleasure to extend to all Canadians and especially all officers and members of affiliated organizations of The Trades and Labour Congress of Canada warm fraternal greetings and best wishes for a happy holiday and a very prosperous New Year.



The year now closing has had its important occasions and developments; 1954 has been a year of progress even though at times and in certain ways it has been one of deep concern and apprehension. Our Congress has grown in numbers and influence. Our Canadian economy has withstood the stress of temporary hesitancy and setback witnessed at this time a year ago and now appears to be somewhat more buoyant.

A year ago our Executive Council was deeply concerned about the rapidly growing numbers of unemployed throughout Canada. In February our Congress joined with the Canadian Congress of Labour in an effort to alert the Government of Canada to the seriousness of the situation. As the months rolled by it became readily apparent that the position we took at that time on unemployment was completely correct and it is encouraging now to find that our representations are beginning to bear fruit.

When we met the Prime Minister and his Cabinet in November to present our annual memorandum we raised the matter of unemployment and suggested remedies. The Prime Minister replied that, while he felt that the situation this winter would not be as serious as last, his Government was making plans to relieve the situation.

We are aware of plans and efforts being made by the Department of Labour to reduce seasonal unemployment. We are aware of these activities because they have developed from our own Congress representations and we have been consulted as to the most effective way to proceed.

These are some of the reasons why I suggest that 1954 has been a year of progress.

At the same time we must not lose sight of the fact that many thousands of our workers are unemployed and their families are suffering hardship and frustration. Everything must be done within our power to help these people and remove from our economy the continuous threat of unemployment. Let us all agree once and for all that full employment is possible and, with full and willing co-operation between government, management and ourselves, that this worthy goal can be attained. Everyone can be fully certain that The Trades and Labour Congress of Canada will do its part in this field.

In our memorandum we recommended that certain things be done to relieve unemployment: we asked for anti-dumping legislation, a broad public works program, encouragement of the construction industry to provide employment the year round, better planning of governmental spending at all three levels—federal, provincial and municipal—and the establishment of a national advisory committee on seasonal unemployment with labour representation. We will continue to follow up these recommendations vigorously to have them implemented.

We also asked for amendments to the Unemployment Insurance Act in line with the decisions of our convention held in Regina in August. It is expected that this Act will come before Parliament for amendment early in the new year, and we will do all that we can to have these amendments approved in the form our affiliated members believe will be most satisfactory.

We will also press for our federal government to take responsibility for the relief of unemployed persons who are capable of re-employment.

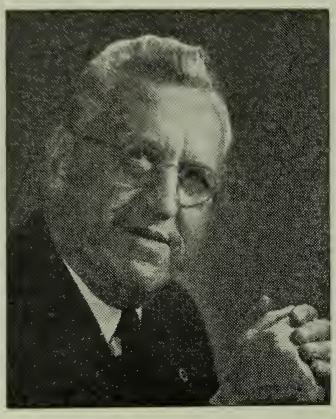
Our convention this year was singularly important. Among other things the delegates considered and dealt with two very vital matters: the election of a new President and the ratification of a "no-raiding" agreement between The Trades and Labour Congress of Canada and the Canadian Congress of Labour.

*(Continued on page 1687)*

## A. R. Mosher, President,

### The Canadian Congress of Labour

Every thoughtful person is aware that the relationships between the free and democratic nations of the world on the one hand, and those which belong to the Communist group, on the other, are far from encouraging. Almost every day some new evidence of animosity appears on the horizon, and the gains that have been made recently in the strengthening of the North Atlantic Treaty Organization have stimulated efforts to bring the Communist countries closer together with respect to the co-ordination of their armed forces.



Nevertheless, some definite progress has been made by the United Nations in the direction of disarmament, and, in spite of a mutual lack of confidence in the good faith of the two groups of nations, some slackening of international tension has occurred. We may therefore go into the New Year with a rather more optimistic attitude, so far as world peace is concerned, than was possible even a year ago. We welcome even the slightest improvement in international affairs, and there appears, even in the face of military preparedness, which lays an enormous burden on the workers of every nation, ground for hope that it will ultimately be possible for men to live together on a basis of peace and goodwill.

In domestic affairs, one of the most disturbing factors, as we enter the New Year, is the army of unemployed workers. A slight improvement in employment took place during the summer months but the situation is again becoming extremely serious, and there is little, if any, prospect of adequate action by various levels of government to bring about an improvement.

The need for a clearly defined and planned program of economic activity, under which the skill and energies of the workers would be utilized to produce the goods and services necessary to provide a high standard of living, seems to be recognized by almost everyone except those who have the authority and the ability to put such a program into effect. The tendency of governments has been to drift along, in the hope that the situation would improve, and to make optimistic forecasts as to what the future will bring; but no amount of this can justify a "do-nothing" policy on their part. However desirable it may be to maintain an attitude of faith and hope, we know that "faith without works availeth nothing". In this instance, the works required are obviously public works. In addition, however, our governments should give leadership to industry by their own initiative and enterprise, and thus strengthen and stimulate the economic development of the nation.

It is important that the people of Canada realize that ours cannot be a static economy. To hold the line is simply not good enough, because our population is increasing, as well as our ability to produce, and there must be a steady increase in available employment and in national income, if serious economic setbacks are to be avoided. There can be no excuse in Canada for unemployment of serious proportions, and, while there are a number of factors responsible for unemployment in any particular industry, it should be evident that part of the blame must be laid upon our haphazard methods of production. In this respect, the labour movement has strongly urged that the Federal Government establish advisory committees on which Management and Labour, as well as the Government, would be represented, with a view to discussing regularly the problems of the industry and proposals which would maintain progress and prosperity to the fullest possible extent.

Our political leaders are constantly telling us how well off we are compared with people in other countries. Any credit for higher standards of living in Canada is due to the fact that we have been richly endowed with resources, and have a highly developed industrial structure, as well as skilled labour, but if our own resources and our productive capacity were efficiently used, we could give considerably more help to less fortunate countries, in addition to raising our own standards.

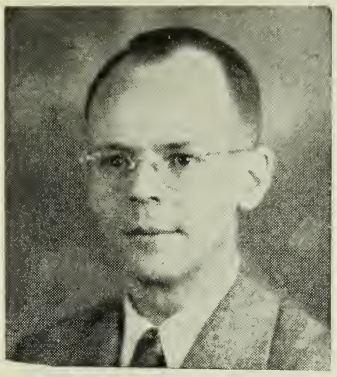
*(Continued on page 1688)*

## Gérard Picard, General President,

### Canadian and Catholic Confederation of Labour

When the time comes to express wishes for 1955, one should give a look back on the road travelled in 1954.

May I be permitted, first of all, to hope for the pursuit of intense union activity filled with hard work and effort. It is only at that price that the labour movement can progress.



The past 12 months have not only brought progress for the working men; we have met deceptions. Instead of witnessing the realization of the "full employment" promises so often repeated during the last war, we have had to endure an unceasingly increasing unemployment, all the more deadly because it seems to be taking on an aspect of permanency for the future, depriving hundreds of thousands of workers of their livelihood.

Moreover, at a time when the Canadian economy seems to be on the way to becoming stabilized, it is disappointing to find employers showing a more and more grudging attitude towards the wage-earners, although a conciliatory policy seems more indispensable in periods of economic difficulty than in periods of great prosperity.

I therefore hope that the year 1955 may be a year of effective measures against unemployment and of renewed efforts to establish a system of real labour-management co-operation in our country. The realization of these wishes would mean the attainment for the wage-earners of that standard of living to which they are entitled and would protect that Christian spirit which we claim as ours from the terrible setbacks it has already suffered in too many countries.

May 1955 be a happier year and may it be a more auspicious one for the social rebirth which is indispensable and which alone can assure us of fair and lasting peace.

To the religious and civil authorities, to those who are friends of trade-unionism and of the workers, to the officers and members of our syndicates, to all wage-earners and to the people as a whole, I offer my best wishes for health, joy and happiness during the coming year.

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*(Continued from page 1685)*

I am always mindful of the great responsibility which was placed upon me when the convention elected me President. I hope that the confidence thus shown in me by this "Greatest Canadian Family" will be fully justified through my stewardship. At the same time it should be remembered that President Emeritus Percy R. Bengough left this Congress in excellent condition and a firm foundation upon which to build for the future. With the co-operation of all affiliated organizations we will be able to grow and prosper, and realize our ultimate ambitions as organized working people.

The "no-raiding" agreement was ratified by the convention. In November it was signed by the officers of the two Congresses and will come into force on January 1. All affiliated organizations have been asked to add their ratification to the agreement and to become signatories to it.

It is my hope that all affiliated organizations will sign the agreement for I believe that in this direction lie the greatest possibilities for further achievements by organized labour in Canada.

We still have many problems to solve. Not the least of these is the attainment of a nation-wide health insurance plan. One thing I believe we can all agree to: our influence and our ability to make further gains in all fields depends on how well and how widely we can become and remain organized. A well organized and wise membership will be capable of achieving the goals we have set for ourselves in convention resolutions throughout the years.

With these thoughts in mind, I wish every officer and members of all affiliated organizations a very Merry Christmas and a happy and prosperous New Year on behalf the The Trades and Labour Congress of Canada.

## W. H. Phillips, Chairman,

### National Legislative Committee (Canada), International Railway Brotherhoods

Members of our Committee, railway labour leaders, government and railway officials, as well as his many friends throughout Canada and the United States, were deeply grieved to learn of the passing of our good friend and associate James B. Ward, Assistant Grand Chief Engineer and National Legislative Representative, Brotherhood of Locomotive Engineers, who died at Vancouver on October 18, during a routine business trip to Western Canada. He served his organization and Labour in general with distinction. In his capacity as General Chairman, BLE, Canadian Pacific Railway, he headed the General Conference Committee, Standard Railway Labour Organizations, from 1933 until 1947, when he assumed the office he was holding at the time of his death. During World War Two he served as a Director of the War Assets Corporation and as a member of the National Labour Supply Council. He was awarded the CBE in recognition of his contribution to Canada's war effort.



Mr. Ward will be sorely missed by his associates. His passing is a serious loss to the labour movement.

The unemployment situation throughout the country has developed into a serious problem, warranting the attention of the Federal Government. It appears to us that a public works program should be instituted, with particular attention being given to the elimination of the most hazardous railway crossings, through the construction of over- or under-passes as conditions warrant.

The agricultural situation, particularly in Western Canada, is not at all bright. The difficulties being experienced in marketing surplus wheat, together with the sharply reduced yield of the western grain fields during the past year, constitutes a serious set-back for western farmers and is a contributing factor to the present unemployment situation.

Another factor which contributes in no small degree to unemployment among railway workers is the progressive dieselization of the railways. The impact of dieselization is most keenly felt by employees in the mechanical and operating departments. Determined efforts are being made to obtain legislation comparable in principle to that specified in the Canadian National-Canadian Pacific Act, which will provide protection to employees who are displaced or reduced due to the substitution of diesel power for steam. We believe we are justified in seeking such legislation as the employees affected by the transition should be permitted to share, to a degree at least, in the benefits accruing to the railways from the increased productivity per employee as the result of dieselization.

We entered the year 1954 with a spirit of optimism and a hope that the international situation would become brighter as the months passed. Whether or not the situation has improved during the year is a debatable question. We do know the employment situation has deteriorated. However, in viewing the over-all picture we can see no just cause for pessimism and feel we can approach the New Year with confidence. The resources of Canada are unlimited and its citizens are vigorous and enterprising. The industrialization of the country is progressing at a fairly satisfactory pace and we believe any recession will be of temporary duration only.

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*(Continued from page 1686)*

We certainly have no right to adopt an attitude of complacency in the face of conditions which can be remedied, if we have the willingness and the courage to make the effort involved. The lot of many thousands of Canadian workers and their families, and of vast numbers of people in other countries throughout the world, could be greatly improved, and the New Year made happier for them, if we accepted our responsibility to use the productive capacity of the nation in the service of mankind.

# Vocational Training Advisory Council Holds 22nd Semi-Annual Meeting

**Minister of Labour warns that possibility of declining revenues means stringent inspection of vocational training programs will have to be made. Number of young journeymen "wholly inadequate" Council told**

Apprenticeship and the need to offer more training opportunities for Canadian youth in the various trades came in for considerable discussion at the 22nd meeting of the Vocational Training Advisory Council in Ottawa, October 28 and 29. The two-day meeting was under the chairmanship of Dr. G. F. McNally, former Chancellor of the University of Alberta. Educationists and provincial representatives from all parts of the country attended.

In addition, the Council spent considerable time discussing the various schedules under which vocational training programs are conducted. Rehabilitation of the disabled and the federal-provincial programs under which this training is carried out were detailed for the delegates by Ian Campbell, Federal Co-ordinator of Rehabilitation, and Arthur W. Crawford, Director of the Training Branch of the federal Department of Labour.

### Minister of Labour

Warning that the most stringent inspection of vocational training projects will have to be made, the Hon. Milton F. Gregg, when welcoming the delegates to their semi-annual meeting, said that the world was entering a period of more stability following the end of the Korean war and as a result Canada was faced with a period in which her revenues would be less buoyant than they had been. He asked the delegates to bear this in mind during their deliberations.

### Deputy Minister of Labour

A. H. Brown, Deputy Minister of Labour, told Council that the Department was working on the renewal of the Vocational Schools Assistance Agreements. He said that the work in this field was as far advanced as was practicable and he urged the delegates to be optimistic regarding the outcome.

### Progress Report

All provinces have been visited since the last meeting of Council, C. R. Ford, Assistant Director of the Training Branch, told the delegates. He pointed out that from April 1 to August 1 there had been 633 new enrolments in training classes compared with 369 in the same period of 1953.

Mr. Ford reported that the majority of the trainees at the special project at Marysville, N.B., had completed training and were presumably employed. As far as other training schemes were concerned, Mr. Ford said that discussions had been held in the Prairie Provinces regarding the need for training pipeline welders.

Training classes for fishermen are being increased, the Assistant Director said, with four instructors now working in Newfoundland and one in Nova Scotia. A new series of agricultural courses, ranging from eight to sixteen weeks, has been approved in British Columbia.

Instruction in vehicle mechanics is being reduced but more trainees are being sent to telecommunications classes, Mr. Ford reported. Centres where these programs are carried on are Moncton Technical Institute, N.B., Three Rivers Technical School, Que., Institute of Trades, Toronto, Manitoba Technical Institute, Winnipeg, and the Canadian Vocational Training School at Calgary. Under these programs, 238 students were enrolled between April and August 31, Mr. Ford said, compared with 210 during the same period of 1953.

A program of training for airport mechanics was organized at Gander, Newfoundland. The courses, which were begun this summer, are expected to continue intermittently for a year or two, Mr. Ford stated.

Canadian Vocational Training supplied 173 civilian teachers for the armed forces between April 1 and August 31, Mr. Ford's report noted. Of these, 43 went to the Army, 60 to the Air Force and 70 to the RCAF Reserve. These teachers are hired and paid by the provincial governments concerned.

Under the schedule dealing with the training of disabled persons, Alberta, Saskatchewan and New Brunswick are at present carrying on programs, Mr. Ford reported. As of April 1, there were 272 disabled persons in training and to date, 159 have completed their courses.

Many young people are not taking advantage of opportunities to become skilled workers and technicians because of poor vocational guidance, the National Manpower Council in the United States reported on November 25. The Council's statement was made in announcing the publication on December 20 of a three-year study of the nation's skilled labour force entitled "A Policy for Skilled Manpower".

The study, which covered some nine million skilled workers, shows that the lack of proper vocational guidance in secondary schools and the armed forces leaves many young workers unaware of the numerous ways in which they may acquire skills. The Council said that a young person does not have an easy decision to make in deciding whether or not to train as a technician or a skilled worker.

"When he seeks guidance, he finds comparatively little usable information," the Council said. "Much of the training that a young person requires in order to qualify as a skilled worker is secured not in school, but on the job."

In addition, the study considers current education and training of workers, secondary education and the vocational training for enabling young persons to attain maximum benefits through ability and opportunity. The enlargement and improvement of the nation's supply and use of skilled manpower and the development of better vocational guidance methods are also surveyed in the Council's report.

The Council was established at Columbia University by President Eisenhower in 1951, when he was President of the University.

Turning to vocational correspondence courses, Mr. Ford's report stated that no new courses have been completed since May and that in Alberta, the correction service in coal mining courses is being discontinued because of a lack of enrolments. Mr. Ford's report recommended that a director be appointed in each province to supervise, develop and promote vocational correspondence courses.

His report showed that under the agreement covering correspondence courses, 21 have been prepared, 37 are under preparation and four others are under consideration.

Mr. Ford's report concluded by recommending that the vocational training agreement be renewed for another five-year period with no additional allotment of funds.

## Apprenticeship Report

Making his first report to Council, S. R. Ross of the Vocational Training Branch told delegates that a detailed analysis of the machinist's trade is at present being undertaken. He estimated that this project should be completed by March 31, 1955. A similar analysis of the carpentry trade should be completed this fall, he stated.

Mr. Ross, in his report, emphasized the need for competent instructors in the field of vocational training. In order to alleviate this need, the Training Branch is recommending a class in teacher training for a six weeks' period, during May and June 1955, in Toronto, he stated. The Department of Labour is offering to share in "certain elements" of the cost of this program, Mr. Ross' report stated.

Mr. Ross observed that in some centres the number of apprentices was very small. He suggested that this was a matter that might be given some consideration from the viewpoint of effectiveness and cost. Under certain circumstances, his report noted, classes might be pooled or the minimum number established before training began.

For the general information of Council, Mr. Ross presented a compilation, based upon the quarterly reports of the provincial Directors of Apprenticeship, of apprentices in the building trades for the period April 1946 to June 1954. The number of registered apprentices in the building trades in the eight provinces with which an agreement had been signed was as follows:—

| | |
|---|---|
| March 31, 1947 | 5,343 |
| March 31, 1948 | 6,261 |
| June 30, 1949 | 5,424 |
| June 30, 1950 | 5,141 |
| June 30, 1951 | 5,471 |
| June 30, 1952 | 5,394 |
| June 30, 1953 | 5,610 |
| June 30, 1954 | 6,615 |

Mr. Ross said that there was no significant change in totals over this period and that the numbers were not in keeping with the "fast pace" of the industry or the volume of work accomplished. A summary, by trades, of the cumulative number of registered apprentices from 1947 to June 30, 1954, was presented in Mr. Ross' report:—

| | |
|---|---|
| Carpenters | 4,916 |
| Electricians | 6,069 |
| Bricklayers | 1,672 |
| Painters | 1,041 |
| Plasterers | 931 |
| Plumbers | 4,938 |
| Steamfitters | 1,080 |
| Sheet Metal | 2,560 |

The report noted the percentage of apprentices discontinuing training in these various trades: painters, 39·8; carpenters, 33·6; sheet metal, 30·9; electricians, 24·1; plasterers, 23·95; plumbers, 23·55; bricklayers, 22·0; and steamfitters, 21·5.

Mr. Ross concluded his report by noting that the number of young journeymen being developed was "wholly inadequate" to replace the skilled workers who leave the building industry through death, old age or for other reasons.

Following the presentation of Mr. Ross' report, a lengthy debate ensued upon the effect of immigration upon apprenticeship. Toronto was cited by several delegates as an area where this effect was most noticeable.

## Rehabilitation of the Disabled

Speaking to Council on the rehabilitation of the disabled, Ian Campbell, Federal Co-ordinator of Rehabilitation, reported that eight provinces have agreed to the program and that seven have already appointed provincial co-ordinators. Pointing out that training schemes are already under way in three provinces, Mr. Campbell said "the whole program is beginning to take shape".

He noted that the first provincial co-ordinator had been appointed this March in New Brunswick and that 76 persons were already taking training in that province. Mr. Campbell emphasized the impetus given training programs when provincial co-ordinators are appointed.

## New Training Schedule

A new training program, to be known as Schedule "G", received Council approval after considerable debate. The schedule, which will be in the form of enabling legislation, is designed to assist provincial agencies whenever they are requested by the Federal Government to provide training programs for persons in such occupations as navigation and marine engineering, teachers for the armed services and airport mechanics at Gander airport.

A motion approving the new program was carried in Council, calling upon the Federal Government to bear the entire cost of such programs in cases where it made the original request for instructors and classes.

## Training for Pipeline Welders

Discussion on the establishment of training classes for welders in the pipeline industry occupied a considerable portion of the delegates' time. It was pointed out that the industry was just entering its period of growth and development and that the need for experienced welders would increase.

The effect such training would have upon unemployment in certain areas received considerable attention. A. W. Crawford, Director of the Training Branch, suggested that the three Prairie Provinces discuss the matter jointly with reference to such items as the establishment of schools, uniformity of instruction and the schedule of fees to be levied.

No date was set for the next meeting of the Council, which meets twice a year.

A "potentially disruptive" shortage of skilled unionized journeymen faces the printing industry in the United States, The Printing Industry of America, a trade association, declared last month.

The association, composed of about 5,000 printers and lithographers doing about 85 per cent of the country's commercial printing, called for doubling of the industry's training programs.

A report released by the association's Union Employers Section showed that 23 per cent of the union production workers in the industry were 55 years of age or older and that 30 per cent of the unionized journeymen would leave the industry in the next ten years because of death, retirement or other reasons.

Moreover, the report showed, although the industry should be training at least one apprentice for every five journeymen now employed, it was now training only about one-half this minimum requirement.

"The industry without doubt faces a challenge to recruit and train large numbers of replacement journeymen," the report said. "It is a challenge that labour and management must meet intelligently and jointly.

"On its part, management must recognize that it has to invest money, time and equipment in the training of apprentices. On the other hand, unions must remove artificial barriers that have been put in the way of training and must lend wholehearted support to management's efforts to undertake the job for the future."

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# Labour Briefs to the Cabinet

**Unemployment and suggested remedies for it dominate annual memoranda of three of Canada's four major labour organizations. Prime Minister says he does not expect unemployment as grave as delegations predict**

Three of the four major Canadian labour organizations concentrated on unemployment and suggested remedies to alleviate it in their annual memoranda of legislative and administrative proposals submitted to the Cabinet during the week of November 8-12. The fourth delegation, representing the international railway brotherhoods, made mention only of technological unemployment resulting from the increasing use of diesel instead of steam power on the railways.

The Trades and Labour Congress of Canada said it was "greatly" concerned over unemployment and suggested "steps which our Government can take to encourage economic activity". The Canadian Congress of Labour declared that "we are in the midst of an unmistakable recession" and recommended the adoption of a 12-point program to increase consumer purchasing power. The Canadian and Catholic Confederation of Labour said it was convinced that present unemployment is not exclusively seasonal but has "the characteristics of cyclic unemployment".

All delegations again made requests on housing, unemployment insurance, health insurance, immigration, taxation, family allowances, and old age pensions. The railway brotherhoods placed emphasis on matters of particular concern to railway workers.

Replying to the submissions, the Prime Minister, Rt. Hon. Louis St. Laurent, said the Government did not agree that unemployment was going to be worse this winter than last. He told the delegations that while the Government would be happy to implement their recommendations regarding social services, additional outlay required additional income and to find that was a difficult problem. He also pointed out that, while there has been an improvement in the international situation, it hasn't been sufficient to permit of any substantial reduction in expenditures for defence.

More complete details of the briefs and the Prime Minister's reply to each are given below.

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## Trades and Labour Congress of Canada

**TLC's "very great concern" over unemployment dominant theme of annual memorandum. Congress suggests steps Government can take to encourage economic activity so more opportunities for employment will result**

Its "very great concern" over unemployment was evident throughout the annual memorandum of the Trades and Labour Congress of Canada, submitted to the Cabinet November 9. Unemployment and unemployment insurance together were given more than double the space given in the brief to the subject that occupied the next largest number of pages; and unemployment was mentioned in connection with requests regarding immigration, taxation, trade and even the elimination of railway level crossings.

The need for "appropriate and effective action" by the Government to offset an expected decline in employment and employment opportunities this winter was emphasized by the TLC.

The memorandum, the first presented by President Claude Jodoin since he assumed office, suggested "steps which our Government can take to encourage the development of economic activity with consequent opportunities at a higher level and on a year-round basis".

The memorandum also recommended amendments to the Unemployment Insurance Act "during the coming session of Parliament in order that these improvements may be effective during this season's slack months".

The TLC again requested introduction of a nation-wide health insurance scheme "without further delay" and repeated its requests for higher old age pensions payable at lower ages, for more government encouragement of house-building, for a selective basis for immigration, for increases in personal income tax exemptions, for encouragement of trade with all countries, for amendments to the Canada Election Act, for a Bill of Rights and for federal vacations with pay and fair wage Acts.

Prime Minister Louis St. Laurent, who headed the ten Cabinet members who received the TLC delegation, said that the Government did not anticipate as serious an unemployment situation as did the Congress. He promised the labour body that its recommendations and requests would receive serious consideration and that the Government would do its best to further the Congress' objectives.

## TLC Requests

### Unemployment

While it commended the efforts of the Minister of Labour in investigating seasonal unemployment, the TLC wished to impress on the Government "the need for appropriate and effective action to offset the expected decline in employment this winter". It recalled that its estimate of unemployed workers made last February had been disputed but later proved correct.

"With another winter approaching," the brief continued, "we are faced with the prospect of another season of substantial unemployment with a total reaching a figure well above that of last season." As an immediate and important measure to counter the unemployment situation, the brief called for the amendment of the Unemployment Insurance Act in order that "through the maintenance of income and purchasing power in the hands of the unemployed others will be kept in employment who may otherwise also become unemployed".

Stating that there are "steps which our Government can take to encourage economic activity with consequent opportunities at a higher level and on a year-round basis", the Congress made the following recommendations:

1. That anti-dumping legislation be enacted to stop the importation of goods which are ordinarily produced in Canada.
2. That a program of public works be started which will include an appropriate number of those projects which have been planned for the purpose of producing employment in such conditions as now confront us and which have been referred to from time to time as "timing works".

An interested spectator at the presentation of the TLC brief was Percy R. Bengough, whose retirement from the presidency of the Congress became effective only eight days earlier.

His presence did not go unnoticed. In his welcome to the TLC delegation, Prime Minister St. Laurent coupled his greetings to the new President, Claude Jodoin, with "regret that it had seemed advisable to his predecessor to step down at this time; we wish him many happy years".

3. That encouragement be given to the construction industry to provide the maximum employment possible during the winter and spring months.
4. That encouragement be given to the planning of spending by governments at all levels: federal, provincial and municipal.
5. That an advisory committee on seasonal unemployment be established on a broad national basis on which there should be representation of organized labour.

Considerable emphasis was placed on anti-dumping legislation, the Congress noting that imports from "cheap" markets caused serious difficulties and unfair competition and had resulted in otherwise unnecessary layoffs. The importing of cheap goods was termed the importing of "expensive unemployment".

In addition, the brief urged the Government to see that Canada received a fair share of the equipment and materials used in the construction of the St. Lawrence Seaway and warned that its development should not create employment abroad as against employment in Canada.

The Government was also called upon to assume responsibility for "unemployed employable" workers as municipalities were experiencing difficulties on account of workers being without incomes either because they were not covered by unemployment insurance or because they had exhausted their benefit rights.

### Unemployment Insurance

Present-day conditions have made "urgent" amendments to the Unemployment Insurance Act, the TLC brief stated, emphasizing the need for longer periods of benefits and for the extension of supplementary benefits. Specifically, the Congress made the following recommendations:

1. That benefits be increased to equal at least two-thirds of the weekly wages of the claimant.
2. That the waiting days be reduced to three including the first day of unemployment.
3. That the period of employment necessary to establish benefit rights be shortened.
4. That the period during which benefits are payable be lengthened.
5. That supplementary benefits be increased and the period in which they are payable be extended.

6. That supplementary benefits be paid to those who have exhausted their regular benefits, and in the Prairie region this to continue until May 1.

Unemployment caused by illness should be covered by unemployment insurance, the Congress urged.

The following amendments to specific sections of the Act were recommended: removal of the present restrictions upon married women, continuation of benefit payments to married women who become pregnant, entitlement of a widow of an insured person to his benefits provided she is looking for work, payment of benefit to apprentices attending technical schools and making available all decisions of the Umpire on a continuing basis and as they appear to members of panels of Courts of Referees.

Referring to the groups covered by the Act, the Congress reiterated its view that all workers should be brought within its provisions. The immediate coverage of hospital employees was requested.

### Health Insurance

Lack of a national health plan has left a "very wide gap" in Canada's social security program, the TLC brief stated, urging the establishment of such a scheme without "further delay". The "rapid growth" of private health plans was cited as "ample evidence" of the great demand for schemes whereby Canadian families can prepay the cost of hospital and medical care.

The Government was urged to take the lead in establishing a nation-wide, government-subsidized health insurance plan which would provide for medical, dental, surgical and optical care, hospitalization, the provision of artificial limbs where necessary, psychiatric treatment and competently supervised mental homes.

### Housing

Further encouragement is needed from the Government to stimulate the construction of low-rental and low-cost homes, the TLC said, recommending that lower income groups be enabled to obtain new housing without down payment. The Congress asked specifically that individual home purchasers be allowed to obtain direct loans from Central Mortgage and Housing Corporation at 3 per cent.

"The need for new housing is still great in many parts of Canada," the TLC asserted. Despite changes in the National Housing Act made during the last session, it added, "the down payments and high interest rates still place new housing out of reach of lower income families".

Slum clearance was advocated in the brief as was encouragement by the Government of "much greater participation" by municipalities in such undertakings under the terms of the National Housing Act.

### Immigration

An immigration commission, having equal representation from labour, management and government, was urged by the Congress as it expressed its concern over unemployment and the threat of a substantial number of workers being idle in the winter and spring months. The brief said that it was "more than ever necessary" that immigration be carefully handled in order that Canadian workers will not be faced with "a further reduction in job opportunities" due to an over-supply of available workers.

Immigration on a selective basis for 1955 was recommended in the brief and the entry of only those for whom there was a "clear and certain" need was advocated. The Congress noted that new immigrant workers are being encouraged to take jobs at lower rates of pay and longer hours than those prevailing in the areas or industries and those established under union agreements. The Government was urged to see that new immigrants were not exploited in this manner.

### Labour Legislation

Amendments to the Industrial Relations and Disputes Investigation Act were recommended by the Congress. The amendments, which the brief urged be introduced at the coming session of Parliament, included the following:

1. Check-off of union dues to become mandatory when this is properly authorized by the recognized bargaining agency.
2. Minister of Labour to appoint one conciliator or one conciliation board in a dispute between an employer and more than one union when requested by the unions concerned to do so.
3. Expansion in membership of the Canada Labour Relations Board to include alternates as well as members.
4. Extension of the Act to cover all employees of the Government including those on hourly rates.

In addition, the TLC asked that all employees of the Government and its agencies be granted full rights of collective bargaining, of certifications and of obtaining signed agreements by being brought under the Industrial Relations and Disputes Investigation Act.

### Taxation

Stating that changes are needed in the present federal taxation structure in order to encourage industrial and commercial

employment opportunities and to expand the domestic market, the TLC urged that personal exemptions for income tax purposes be increased to $1,500 for single persons and to $3,000 for married persons. The Congress also asked that the deduction for dependent children be raised to $400 whether family allowances are being received or not.

Among the other important recommendations concerning taxation were the following: removal of the special excise tax, particularly on automobiles, deduction of the cost of buying and maintaining equipment and clothing used by workers, deduction of medical expenses including medicines and drugs, and finally, that deductions be permitted of the travelling expenses of workers in the construction and building trades.

The Congress recognized the need of the Government for income in order to meet necessary disbursements and to develop the social security recommendations contained in its brief. It added, however, that its views on tax changes were designed to ease the "uneven burden of taxation upon those we represent" and to assist in developing the home market through increased purchasing power.

Concerning double income taxation "in one province", the Congress asked the Government to correct "this situation at the earliest possible moment".

### Government Employees

The federal Government was commended by the Congress for granting the five-day, 40-hour week to ships officers and crews and for the general revision of the regulations governing these employees. Extension of the five-day, 37½-hour week to administrative classes and the five-day, 40-hour week to operating classes in all parts of the country was also advocated.

Concerning overtime by government employees, the brief asked that this be paid at time and one-half for all classes for all time worked in excess of the standard work week of 40 hours with double time to be paid for all work done on Sundays and statutory holidays. The Congress added that operational staffs should be paid in cash for overtime work in the month following that in which it was earned.

Among other requests made by the Congress concerning government employees were the following: that employees of the Unemployment Insurance Commission be compensated for overtime with cash payments, time-and-one-half rates to be paid to prevailing rates employees after 40 hours work in a week and after eight hours in a day, that double time rates be made effective for Sunday work, that collective bargaining be initiated between the Government and the organizations chosen by the employees as their representatives, the Superannuation Act be amended so that the retirement pension is based on the average salary or wages earned in the best five years of employment and that bonuses be paid to retired civil servants in order to compensate for increases in the cost of living.

### Other Legislative Requests

Amendment of the old age security legislation to provide monthly pensions of $70 at age 65 for men and 60 for women was requested in the Congress brief. In addition, the provision, free of charge, of medical, surgical and dental services and drugs to all recipients of old age security was also recommended.

An increase in veterans' monthly pensions of $60 for single and $120 for married persons was urged. The brief further called for the raising of the limit on permissive income earned annually to $600 for single and $1,200 for married veterans.

Early enactment of a Vacations With Pay Act which would provide a minimum of two weeks' paid vacation for all employees within federal jurisdiction was recommended by the Congress. The brief also asked that this new legislation provide for at least nine paid holidays in each year.

Concerning fair wages, the brief asked that the present Act and Order in Council P.C. 5547 be incorporated in one legislative measure at the coming session of Parliament and that the anti-discrimination provisions contained in the Order in Council be included. The brief asked that fair wages on any project under government contract be those established in the "appropriate organized labour supply centre whether the project is carried out in that centre or away from it and the necessary labour must be drawn from that centre".

Amendment of the Government Annuities Act at the coming session, in order to place such annuities on "a reasonably competitive footing" with those offered by private companies, was urged. The Congress especially requested that the present maximum annuity of $1,200 be "at least doubled".

Concerning divorce legislation, the Congress called for the enlargement of the grounds for divorce, amendment of the Divorce Jurisdiction Act so that it applies to all persons rather than married women

only and the recognition of divorces granted by competent courts in other countries.

Provision for full-time representatives of trade unions in Canada and duly accredited delegates to labour conventions to vote at advance polls in federal elections was urged by the Congress with regard to changes in the Election Act. Other changes called for were: the designation of political party affiliation of candidates on ballots, the provision that the vote be taken of persons confined to their homes, hospitals or other institutions and the lowering of the voting age to 18 years.

### Other Requests

Also requested by the TLC were:—

Federal Government encouragement of the development of the nation's natural resources and the maintenance of a high level of employment by stimulating improvement in industrial processes and assisting in the establishment of further industrial plants where they are needed.

A national natural gas conservation commission on which labour would be represented.

Action to ensure that the maximum number of Canadians are employed on the St. Lawrence Seaway project.

Federal financial assistance to the provinces in order to bring about a "greater equality of educational opportunities".

A federal allowance of $7 a week to apprentices taking training in the various provinces and receiving provincial assistance.

Payment of family allowances beyond the age of 16 where the child is still attending school.

Sufficient financial aid from the federal treasury to ensure that the Canadian Broadcasting Corporation can "successfully resist full use of its facilities by commercial broadcasters". (The Congress went on record as favouring "the fullest public control of broadcasting" but warned against any development towards censorship "or anything akin to censorship" which would restrict the "fullest expression of opinion" on radio and television.)

Enactment of a Canadian Bill of Rights at the coming session of Parliament. (The Department of Labour was commended for the educational effort it has been making in connection with anti-discrimination and in particular with the application of the Canada Fair Practices Act and related federal legislation.)

Appointment of a Royal Commission to investigate the deep-sea shipping industry and the provision that all vessels operating in Canada's coastal trade and between Canadian ports pay wages at the same rates as are paid under collective agreements by Canadians.

Government intercession with the Canadian National Railways management to provide that extra gangs previously on the company's payrolls in 1951 be restored.

The supplying of polio serum to all Canadians in need of it with the full cost being borne federally.

Provision for "adequate and expert" inspection of foods stored under freezing conditions.

Adequate pensions for the blind and disabled whether their disability is total or partial.

Federal Government responsibility for mothers' and widows' allowances and the payment of allowances to childless widows.

Development of a "broad program" of level railway crossing elimination which can be geared to a general public works program to provide employment.

Amendment of the British North America Act without awaiting the development of procedures by which it can be amended here in Canada.

Adoption by Parliament at the coming session of a "satisfactory" national flag and the designation of "O Canada" as our national anthem.

Protection of Canadian industry and labour from the effects of dumping.

Inauguration of a full inquiry into price spreads on such goods as foods and clothing.

The Congress brief concluded by stating that "approval of Parliament at this Session of appropriate measures to encourage employment will be greatly welcomed by our affiliated membership in all parts of Canada".

## Prime Minister's Reply

All would be very pleased if the recommendations made by the Congress could be completed at once, said Prime Minister St. Laurent in his reply to the brief. He pointed out, however, that when the Government spends money it also has to collect revenue and for this reason must proceed gradually, just as the Canadian economy has proceeded gradually during the last several years, in bringing about "these desirable improvements" in the social services.

He assured the delegation that all parts of the brief would be considered. "They will all receive consideration in the light of their implications, their beneficial implications, and their costs," he said.

Many of the "bits of legislation" referred to in the TLC brief are being "very seriously studied," the Prime Minister said. "They are being considered at this very moment and there will be new legislation during the coming session of Parliament."

### Unemployment

The Government is as concerned about unemployment as the Congress, Mr. St. Laurent said, but he disagreed with the TLC expectations that it will be more severe than last year. There are indications that made the Government feel that the predictions in the Congress' brief are "not apt to be realized," he declared.

"We do recognize that there are things that can be done by the Government," the Prime Minister said, "and they are under consideration; I can assure you that all those we find practical to realize will be set in motion and will be done." He continued:

> We have a country where there is no reason, no matter what happens elsewhere, that there be any long period of large-scale-unemployment. There are too many things that still require to be done in this country to make it necessary that manpower be wasted over any protracted period.
>
> But adjustments cannot, of course, be made overnight. They take some little time and we shall do our best to see that those adjustments take as short a period of time as possible.

### Unemployment Insurance

Turning to the matter of providing unemployment insurance for persons who become unemployed through illness, Mr. St. Laurent said that this was a question about which there was considerable disagreement and that the law officers did not agree that it would be unemployment insurance but rather sickness insurance.

"When we come to the point where we are going to have sickness insurance we should not bring it in by any back door," he said.

> We should call it what it is and provide for the whole Canadian population and not try to drag it in as one aspect of unemployment insurance. However, that is something about which there is diverging views, you know, even among those who sit around the table, as to whether or not it could be done as an aspect of unemployment insurance. But I think we all agree that when we do have something that is sickness insurance we should have the courage to come out and say so quite openly and ask Parliament to adopt it as such and not have it masquerading under any garb that would be regarded by many as false. They are matters about which our various departments will be glad to have further discussions with your representatives.

### Education

Turning to the Congress request for federal aid to education, Mr. St. Laurent stated that it was found to be unacceptable in one province. He added that for measures to work well in a democracy, the acquiescence of "a very substantial majority of our people" was required and not just a "bare majority".

The Prime Minister said that a broadening of the "adult education" of the Canadian public will make it possible to reach our objectives but he warned that we must not make "too great haste to get to them if we want them to be generally and warmly received by our fellow Canadians in this country".

### Housing

Referring to the TLC request for low-cost housing, the Prime Minister said that the Government could not do very much about keeping down the actual cost. He added:

> I assume that what you mean there is devising some scheme whereby a part of that cost will not have to be borne by the beneficiary of the additional housing. That again is something that has to be provided for in one way or another, and here, though you have said nothing about it, I am still convinced that you and almost the unanimity of your members feel that we have got to continue to do our share in building up this international strength of the free world that has already brought about some improvement in the international situation; but it has not brought about the kind of improvement that would allow us to make any substantial reduction in what we have to devote to do our share in building up and maintaining that strength.
>
> I know that is something of which your members realize the importance, and while we are doing that, while what we have to spend on national defence is not available to spend on other things that we would rather be in a position to devote it to, we have to live with the rest of the world, and we are doing pretty well in that respect because I think it is a source of legitimate pride to us all that we are regarded by the free world as really doing our full share, and there are no misgivings about that at all. They feel that whatever is reasonable for the free world to undertake for the mutual benefit of all free men and women is something that Canada will support, and will support in a way that means a full discharge of our responsibilities in that regard.

### Other Requests

Concerning the recommended changes in Canada's divorce legislation, Mr. St. Laurent said that the Congress would find in its own membership the same controversy that is found in the Canadian population generally. He added that there were "deep-seated" religious beliefs in connection with

divorce and that these bring about "honest divergent views" as to what can and should be done.

Referring to the Congress request for a satisfactory national flag, the Prime Minister said it was the word "satisfactory" that does not make it easy to choose a national flag at an early date. He wanted a flag that would be satisfactory to "such an overwhelming majority" of the Canadian population that it would be a symbol of unity and not a cause of "dispute and division," he said.

### Cabinet Ministers Present

Cabinet Ministers who accompanied Mr. St. Laurent at the presentation of the TLC memorandum were: Rt. Hon. C. D. Howe, Minister of Trade and Commerce; Hon. Milton F. Gregg, Minister of Labour; Hon. James J. McCann, Minister of National Revenue; Hon. Stuart S. Garson, Minister of Justice; Hon. Robert Winters, Minister of Public Works; Hon. Walter Harris, Minister of Finance; Hon. James Sinclair, Minister of Fisheries; Hon. Jean Lesage, Minister of Northern Affairs and National Resources; and Hon. Roch Pinard, Secretary of State.

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# Canadian Congress af Labour

**Says Canada's economic situation "decidedly worse" than year ago—"We are in midst of unmistakable recession"—and urges the adoption of a 12-point economic policy aimed at increasing consumer purchasing power**

The Canadian Congress of Labour, in its annual memorandum submitted to the Government November 12, said that the fears it had expressed eleven months earlier regarding disquieting features and danger signals in Canada's economy "have unfortunately been more than confirmed". The situation, it said, is now "decidedly worse" than it was a year ago.

"In short," declared the Congress, "we are in the midst of an unmistakable recession."

The lengthy brief—it ran to 11,000 words—urged the adoption of a 12-point economic policy, and made recommendations and requests concerning foreign policy, compulsory arbitration, immigration, unemployment insurance, housing, industrial councils, a national labour code, the textile industry, fair employment practices, the Criminal Code, the British North America Act, government employees, the Dominion Coal Board, a national fuel policy, health insurance, women workers, taxation, pensions, the Canadian Broadcasting Corporation, and the St. Lawrence Seaway.

Prime Minister Louis St. Laurent emphasized in his reply to the brief that the Government has always given serious consideration to the Congress' recommendations and requests. He pointed out that Canada is one of the most prosperous countries in the world, and while the Government would like to enact the social legislation proposed by the Congress, present taxes for this purpose could not now be increased because of the country's international commitments for the defence and security of the free world.

The CCL delegation was headed by President A. R. Mosher. The Congress brief was read by Secretary-Treasurer Donald MacDonald.

The Prime Minister was accompanied by 13 Cabinet Ministers for the hearing of the memorandum.

### The Congress Memorandum

A request, repeated from previous occasions, that the Government consult representative Canadian organizations on vital international issues and establish a committee to act in an advisory capacity to the Canadian delegation at the United Nations headed the list of submissions in the CCL memorandum.

Declaring that the record of the Canadian Government in the field of economic assistance to underdeveloped countries was inadequate, the brief urged that Canada increase to at least $100 million per year her contributions for the Colombo Plan, the United Nations Technical Assistance Program, and the United Nations Special Fund for Economic Development.

The Government was also urged to recognize the *de facto* Government of China and press for its admission to the United Nations. "We believe the United Nations must act as a forum to reconcile world differences," the brief stated. "It cannot do so if major nations are excluded from membership."

### Foreign Economic Policy

While it agreed that a liberal trade policy is desirable, the Congress said that something must be done to offset its detrimental effects upon workers and communities. As a necessary prerequisite to any such policy, the Congress emphasized the importance of full employment.

The brief urged the Government to appoint Labour Attachés to its diplomatic posts in Europe, Asia and Latin America.

### General Economic Situation

The Congress presented statistics to show that both the index of industrial production and the index of employment in nine main groups of industries were in every month this year below that for the corresponding months of 1953. Similar comparisons were made showing reduction in net income of farm operators from farm production, retail sales, exports, and net national income.

These comparisons led the Congress to conclude that "we are in the midst of an unmistakable recession". The brief went on:

> It is no longer merely a possible danger, as it was a year ago. It is a fact, and has been for the last eight or ten months. It is no longer, as it was a year ago, just a matter of coal and textiles and agricultural implements and motor cars. The crisis in all these is still with us, and has become worse; but it has also spread, though usually in a milder form, to a whole host of other industries, and affects every major sector of the economy....
>
> It must be recognized that even a stable national income and stable employment are not good enough; we need a rising national income and rising employment if we are to provide full employment at a rising standard of living. Add together a falling national income, rising productivity per worker, and a rising labour supply, and the only possible result is rising unemployment.

The Congress said the statistics it presented disposed of any idea that current unemployment was seasonal or that it was confined to a few places or industries or regions.

From the Statement on Economic Policy adopted at its last convention, the Congress quoted the following:

> The vast unsatisfied needs of the people, here and abroad, constitute a new economic frontier, virtually unexplored. How can we open and develop it? Only by putting more buying power into the hands of the people.

The Statement listed these 12 ways of increasing purchasing power:

> (1) By pressing for higher wages.... Where depressed industries can show that increased wages cannot be met, they must, at least, be held at present levels.
>
> (2) By reducing working hours and maintaining take-home pay to spread available employment.
>
> (3) By increasing unemployment insurance benefits, establishing higher benefit categories, eliminating non-compensable days, reducing or eliminating the waiting period, and otherwise liberalizing the Unemployment Insurance Act.
>
> (4) By providing, out of Consolidated Revenue, extended benefits for those who have exhausted their benefits under the Act but are still unemployed, and by establishing a nation-wide public assistance plan to provide for unemployed workers not covered by unemployment insurance.
>
> (5) By increasing old age security benefits and family allowances, and providing cash benefits to maintain income during illness.
>
> (6) By raising personal income tax exemptions, imposing a capital gains tax, repealing the tax exemptions for dividend income, and reducing the sales tax with a view to abolishing it as soon as possible.
>
> (7) By a public investment program, including federal, provincial and municipal construction of housing, schools, hospitals and roads.
>
> (8) By increased efforts to promote exports, through special trade missions, trade agreements with specific countries, and the lowering of barriers to international trade generally.
>
> (9) By a planned immigration policy, based on the country's capacity to absorb immigrants in an expanding economy, without lowering the standard of living.
>
> (10) By adequate measures to maintain and increase farm purchasing power.
>
> (11) By a substantial increase in Canada's contributions to the Colombo Plan and United Nations' Technical Assistance, and by pressing for an International Development Fund under the United Nations.
>
> (12) By special measures to help depressed industries to get on their feet, and to help depressed areas, either by bringing industry to such areas or by helping workers to move to places where work is available.

The Statement recognized that not all these measures could be put into effect immediately or simultaneously. It also recognized that the measures would involve deficit financing, but added:

> Better a budget deficit than the human deficit of idle workers. And the longer we wait, the bigger the human deficit will be, and the bigger the budget deficit we shall have to incur to meet and end it.

### Compulsory Arbitration

The brief commented on the developments that have taken place in connection with the efforts of the non-operating unions of the railways to negotiate revisions in their collective agreements during the past year. Declaring its appreciation for the personal efforts of the Prime Minister and the Minister of Labour to bring about a satisfactory settlement of this dispute, the Congress recorded its "unalterable condemnation of, and opposition to, the further action of the Government in

threatening to forbid the exercise by the railway workers of their right to strike, and the imposing of arbitration".

### Immigration

The brief repeated an earlier Congress request for the establishment of a permanent Immigration Advisory Committee, representing organized labour, management, farmers, welfare organizations and other interested bodies.

The Congress expressed its support for the general principle of Government immigration policy, that the number and types of immigrants admitted should be governed by the country's capacity to absorb them. However, said the brief, the Congress "does not subscribe to the racial discrimination enshrined in the Act; and, in view of the present economic situation, and the prospects for the immediate future, it thinks the Government's estimate of present and near-future absorptive capacity is too optimistic".

The brief also criticized the sections of the Immigration Act that "place the immigrant at the mercy of officials endowed with sweeping and arbitrary powers" and expressed the CCL's belief that the entire Act needs to be thoroughly reviewed.

### Unemployment Insurance

The Unemployment Insurance Act, said the brief, is still far from being a satisfactory piece of social security legislation. "It still fails to insure many hundreds of thousands of workers, and those insured are insufficiently protected."

With regard to proposed changes in the Act, the Congress submitted the following recommendations:

(1) an increase in the rates of benefit, and the establishment of a closer relationship between benefits and earnings.
(2) the elimination of waiting and non-compensable days.
(3) a change in the minimum period in which benefits are available from the present six weeks to 20 weeks.
(4) payment of benefit during illness, whether or not the unemployment is due to the illness, and regardless of whether the non-compensable day and waiting days have been served.
(5) the establishment of supplementary benefit rates at the same level as ordinary benefits, with the cost of these benefits to be borne by the Consolidated Revenue Fund rather than the Unemployment Insurance Fund.
(6) the elimination, or at least a drastic revision, of the married women's regulations.
(7) extension of coverage to include classes of workers now excluded, especially employees of hospitals and charitable institutions.
(8) inclusion of a work-stoppage in the list of reasons for extension of the two-year period.
(9) elimination of the four-day regulation.
(10) elimination of the regulation declaring non-compensable the day of unemployment immediately before or after a recognized holiday.

The Congress urged that organized labour be given an adequate opportunity to examine any proposed changes in the Act before they are enacted.

### Housing

The increase in housing starts and completions since the introduction of the new Housing Act will do little more than keep pace with net new family formation, declared the brief. It will do nothing to decrease the housing backlog, which the Congress estimates at between 300,000 and 500,000 dwellings.

The brief said housing under the home-ownership sections of the new Act is still too expensive for the ordinary wage-earner. The down payment and the interest rates are both too high. Subsidized low-rental housing, under Section 46 of the Act, is still not being "pushed" as it should be.

"The Government is apparently waiting to be stimulated into action by municipalities, where it should be energetically promoting the use of the section," said the brief.

### Industrial Councils

The Government was urged to take the initiative in establishing industrial councils composed of representatives of organized labour, management and government, which would have as their primary purpose the discussion of such problems as marketing, raw materials, and quality of product.

Noting that a beginning was made last year in calling together representatives of the farm implement industry, labour and agriculture, the brief said similar councils should be established in the automobile, steel, mining and textile industries.

### National Labour Code

The brief noted that in a growing number of industries, a single large corporation is operating plants in various parts of Canada. The requirement that the labour relations in these industries be governed by provincial labour regulations is obviously archaic, it said, and imposes on both management and labour restrictions which are becoming more and more burdensome.

One step towards promoting enterprise, said the brief, would be the adoption by the Government of a National Labour Code.

The brief requested that the National Labour Code provide for the voluntary check-off of union dues.

### The Textile Industry

The brief called attention to the continuing increase in unemployment in the textile industry throughout Canada.

The pattern of mill-closures and consequent unemployment is nationwide, it said, with some 37 companies in 45 mills ceasing operations since 1951. The number of workers in the industry has been reduced from 104,000 in April, 1951, to 76,690 at the present time.

We therefore strongly urge that a conference, representing the textile unions, the Government and the management, be called by the Government at once for the purpose of considering methods whereby the conditions which the industry is facing may be alleviated and the textile industry be established on a basis which will provide security to the industry and the employees directly concerned.

### Fair Employment Practices

The Congress commended the Government for the steps it has taken to make the Canada Fair Employment Practices Act better known, and generally to strengthen fair employment practices. It referred particularly to the series of radio broadcasts, and to the posters which have been distributed to employers and displayed in public buildings.

The usefulness of the Act, said the brief, could be increased by the establishment of a National Advisory Council on Fair Employment Practices, composed of representatives of organized labour, management, and other interested groups.

### Criminal Code

The Government was urged to introduce an amendment removing the features of Section 365 of the Criminal Code which are objectionable to organized labour.

"The Criminal Code," said the brief, "is not the proper place in which to provide legislation for the settlement of industrial disputes. The Industrial Relations and Disputes Investigation Act provides for the methods which are to be followed in settling such disputes, and it also provides for penalties resulting from the breach of the provisions of the Act".

### British North America Act

The Congress urged amendment to the British North America Act to provide that the jurisdiction of the Canadian Government shall extend to all matters of common interest to the Canadian people and which are of national importance and character.

When this is done, said the brief, the Government should establish a National Minimum Wage Act, providing for an adequate minimum wage throughout Canada, and a National Hours of Work Act, providing for a 40-hour work week with penalty rates for overtime work.

### Government Employees

The Congress urged the Government to recognize and bargain collectively with unions of its employees.

With regard to prevailing rate employees, the Congress urged the immediate institution of the 40-hour week with overtime after 40 hours, the granting of furlough leave, the deduction of union dues, and negotiation of wages. It also recommended that the five-day 40-hour week be granted to all civil servants now working longer hours.

### National Fuel Policy

The worsening of the general economic situation, said the brief, adds new urgency to the proposal the Congress made last year for a further inquiry into the coal mining industry. A policy should be developed under which Canadian coal miners may enjoy full-time employment at adequate wages.

The Congress drew attention to research now in progress on the steam-turbine locomotive, and urged that this research be carried forward vigorously. It also urged that in order to maintain the coal mining industry in Western Canada in a healthy state, some of the coal now imported from the United States be replaced by coal produced in Canada.

### Health Insurance

The case for a national health insurance plan is now stronger than ever, said the brief. The proposed federal-provincial conference provides an excellent opportunity for giving consideration to such a plan.

"The workers of Canada are becoming weary of procrastination and excuses on this subject, the more so since the drop in defence expenditure is removing one of the chief excuses of recent years," said the brief.

### Women Workers

The Congress, saying it was pleased to note the Government's action in appointing a Director for the Women's Bureau of the federal Department of Labour, declared it was "confident that, with effective leadership and adequate staff, the Women's Bureau can indeed play an important role in helping to improve the status of women".

Regret was expressed that the Government had opposed the passage of legislation to provide equal pay for equal work for women, although this now existed in

several provinces. A properly-worded act without loopholes for industries under federal jurisdiction, said the brief, might set a standard for other provinces which have yet to enact such legislation.

### Taxation

The Congress recommended that unemployment insurance premiums, travelling expenses, and depreciation of craftsmen's tools be deductible for income tax purposes.

Also recommended were an increase of basic income tax exemptions from $1,000 to $1,500 for single persons, and from $2,000 to $3,000 for married persons, a drastic reduction of the sales tax and elimination of the sales and excise taxes on necessities, exemption for all medical expenses and removal of the $60 limitation on the two-per-cent Old Age Security Fund tax.

The Congress urged the removal of the means test for blind persons and adequate allowances to blind persons of all ages, in addition to other pensions or income, to enable them to maintain a decent standard of living.

Where union dues are deducted under the check-off plan, said the brief, the employer should be required to include the amount deducted on the T-4 form issued to each employee.

### Pensions

The CCL recommended that old age pensions be paid at the rate of $65 per month without a means test at age 65 for both men and women. It also urged that pensioners be allowed to receive their pensions in whatever part of the world they may wish to reside, or at least within the British Commonwealth and the United States.

The Congress, welcoming the establishment of the disability pension plan, expressed the hope that every effort would be made to co-ordinate the plan with rehabilitation.

The Government was urged to establish an industrial pension plan which would provide universal industrial pension coverage for all workers, a fund of employer-employee contributions administered by the Government, and pension credits accruing to employees during their working life, regardless of changes in employment.

### Canadian Broadcasting Corporation

The brief called attention to "the very strong trend toward centralized control of the means of mass-communication". It referred to the granting of television licences to groups "which have complete or partial control of the radio station in the same area". In several cases, it said, the television station, the radio station and the local newspaper have a common ownership. This amounts to "monopoly control" and is a violation of the principles under which the CBC was established.

The Congress commended the CBC for initiating a series of labour broadcasts over its International Service.

### St. Lawrence Seaway

In the construction of the St. Lawrence Seaway, the Congress urged that Canadian labour and materials be utilized to the fullest extent possible, that Canada's right to expand the canal system be protected, and that the rights of Canadians be safeguarded by control of the system.

The Congress also urged that the Seaway Authority recently established by the Government recognize the right of its employees to bargain collectively through unions of their own choice.

### Additional Recommendations

Additional recommendations listed in the brief included: the enactment of a Bill of Rights, amendment of the Bankruptcy Act to provide protection for vacations with pay credits in the same manner as wages, the abolition of capital punishment, increases in family allowances, lowering of the voting age to 18 years in federal elections, indication on ballots of the political party of candidates, abolition of the Senate, and the appointment of a labour representative to the Dominion Coal Board.

The Congress also stated its opposition to the granting of injunctions in labour disputes.

## Prime Minister's Reply

Prime Minister St. Laurent, who gave his Government's reply to the memorandum, assured the delegation that the Government will give consideration to the views expressed in the brief, adding:

> There are many of your recommendations, especially all those that deal with social legislation, which we would be very happy to accept, but there are some of them which suggest payments out of the Consolidated Revenue Fund for unemployment insurance, or other matters of that kind. But the Consolidated Revenue Fund, you know, is a fund that has to be built up by taxation from you and me and our fellow citizens.

Mr. St. Laurent said his Government would be glad to implement the Congress recommendation that the rates of taxation prevailing at the present time be reduced, if it was able to do so. He said he could

not entirely agree with the Congress that there has been a drop in federal expenditure. Any drop in these expenditures up to the present has been pretty small, he said, and indicated that there is going to be no decrease in Canada's contribution to NATO.

The Prime Minister said he did not think the Congress was entitled to express disappointment at its last convention that little or no attention had been given to the representations made by the Congress.

"I will admit that we have not implemented everything you recommended," he said, "but you must not take that as meaning that we have given little or no consideration to your representations. We give them very serious attention and consideration . . . and when we do not implement them it is not because we have not given attention or consideration to them, but because . . . in the exercise of our best judgment . . . we had to come to the conclusion that we just could not do it."

Mr. St. Laurent reminded the delegates that in comparison with other countries, Canada is "in a pretty comfortable position —so comfortable a position that you recommend that we are not doing enough for those not so well off as we are".

Referring to the suggestion in the brief that capital gains be the subject of taxation, the Prime Minister said the matter has been examined by the Department of Finance and Government experts many times.

"The conclusion that we have come to, on the advice of our experts so far," he said, "is that this matter of capital gains would not provide the amounts for some of the things that the recommendations of your brief suggest be remedied, and should not be imposed upon the other taxpayers."

Mr. St. Laurent said, in concluding his reply, that some new legislation would be introduced at the coming session of Parliament; but he could not discuss the actual terms of the bills until they had been introduced.

### President Mosher's Remarks

CCL President Mosher, thanking the Prime Minister for the opportunity of presenting the Congress' views to the Cabinet, said he was happy to hear that at least some of the Congress' recommendations might be dealt with by legislation at the forthcoming session of Parliament.

Mr. Mosher assured the Prime Minister that the Congress was not suggesting that defence expenditures be reduced.

### Cabinet Ministers Present

At the hearing of the CCL brief, the Prime Minister was accompanied by Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Hon. Paul Martin, Minister of National Health and Welfare; Hon. J. J. McCann, Minister of National Revenue; Hon. Milton F. Gregg, Minister of Labour; Hon. L. B. Pearson, Secretary of State for External Affairs; Hon. Stuart Garson, Minister of Justice; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. Walter Harris, Minister of Finance; Hon. James Sinclair, Minister of Fisheries; Hon. J. W. Pickersgill, Minister of Citizenship and Immigration; Hon. Jean Lesage, Minister of Northern Affairs and National Resources; Hon. Ralph Campney, Minister of National Defence; and Hon. George Marler, Minister of Transport.

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# Canadian and Catholic Confederation of Labour

**Says it is convinced present unemployment not exclusively seasonal and asks Government to undertake "dynamic" program of public works, help solve housing problem, keep consumer buying power at high level**

Convinced that present unemployment is not exclusively seasonal, the Canadian and Catholic Confederation of Labour has asked the Federal Government to use every possible means to provide against what seems to it to be "a turning point in the Canadian economy".

Practically the whole of the CCCL's annual brief of legislative proposals, submitted to the Federal Cabinet on November 10, was devoted to the question of unemployment and to the remedial measures that should be taken.

The labour delegation, representing some 100,000 workers of the province of Quebec, was headed by CCCL General President Gérard Picard, and General Secretary Jean Marchand.

The delegation was received by the Prime Minister, Rt. Hon. Louis S. St. Laurent, and 14 of his ministers.

The brief, prepared in English and in French, was read in French by Mr. Marchand but Mr. Picard as well as the General Secretary had many comments to add to it.

Noting that unemployment "constitutes the main subject of uneasiness among the workers," the CCCL first gave a brief analysis of unemployment statistics and of employment indexes and then proceeded to ask the Government to undertake a "dynamic program of public works," to help to solve "the housing shortage," to maintain the buying power of the population at a high level and to help in the establishment of enterprises through an Industrial Expansion Bank.

The CCCL also recalled its basic demands in the matter of unemployment insurance and asked that a permanent consulting commission be established to make a study of the Government's immigration policy.

The Prime Minister said that the Government was always pleased to receive suggestions made by people who made them objectively with a view to the welfare of the national economy.

The brief itself was made up of some 2,500 words only. A "second part" of about 3,000 words was, however, added to it. The second part set out the main requests that have been made in the past which constitute a permanent feature of the program of this labour organization.

## The CCCL Brief

Since the end of the war, employment was maintained at a relatively high level but in the last 12 months the situation has altered greatly, the brief stated. The fluctuations in the different economic indexes show that "unemployment has become a serious problem. It constitutes the main subject of uneasiness among the workers that we represent," said the CCCL.

### Unemployment

According to the CCCL, a comparison of the unemployment situation in 1954 with that of the preceding year shows a new trend: "a strata of permanent unemployment seems to superpose itself upon seasonal fluctuations of employment."

The brief quoted the following figures:

In January 1953, 187,000 persons were unemployed and looking for work; in January 1954, their number had reached 280,000. In 1953, the conditions of employment started to improve sooner; in April of that year there were 165,000 workers without jobs. In 1954, the same month showed a considerable increase; 303,000 persons were looking for work.

The July statistics are even more significant: in 1953, there were 90,000 persons without work, or 2·2 per cent of the total number of "paid" workers; this year, this number and this percentage have respectively reached 171,000 and 4·3 per cent. The situation did not improve much in August and in September, since in those months the unemployed totalled 174,000 and 167,000, respectively.

The number of unemployed persons has increased appreciably during the year but it is equally important to note that the periods of unemployment are longer than they were in 1953 for a large number of the workers concerned. The proportion of those who were four months and more without work has increased greatly. Compared to the corresponding months of the preceding year, the increases were as follows: 70 per cent in January, 128 per cent in April, 200 per cent in June and at least 165 per cent in July and in August 1954. In numerical terms, the increases amounted to 19,000 persons in January, 73,000 in February, 42,000 in June and at least 33,000 in July and August.

The CCCL concluded that "present unemployment is not exclusively seasonal or frictional, but presents the characteristics of cyclic unemployment". In view not only of the increase in the number of unemployed but also of the accumulation due to the fact that people without work stay unemployed longer, it predicts that if this trend persists, "a higher and higher number of workers' families will be found in painful conditions due to the fact that the rights to insurance allowances will be exhausted".

The brief drew the attention of the Government to the reduction of working hours for those who have kept their jobs. The CCCL notes, in certain sectors, an appreciable decrease in the average hours worked.

The CCCL also noted that all the main employment indexes have decreased in 1954 compared to the corresponding months of the preceding year. It adds that the margin is regular on the whole of the industrial elements, that it even increases as the year progresses.

"We note a small improvement in the paper and chemical products industries, and also in finance and services, but the decrease is pronounced in the following industries: textiles, garment, wood, metallurgy, manufacture of transport equipment, building and electrical appliances, in spite of the heavy demand for television sets."

The brief also stated that as production has registered successive decreases from January to July 1954, it arouses the same fears as the employment situation. This decrease, the CCCL pointed out, is particularly pronounced in the manufacturing industry, being 5·7 per cent from July 1953 to July 1954.

The CCCL declared that these facts show that the Government must "use every possible means to provide against what seems to us as a turning point in the Canadian economy".

"Workers, nevertheless," continued the brief, "continue to have faith in the future. They sincerely believe that Canada, with its great natural and technical resources, can give them these living conditions and this security, and that the general economic policy of the country should be directed towards that end."

For that reason, the CCCL requested that the Government:—

1. Undertake a dynamic program of public works, mainly in the areas where employment is increasingly scarce.

2. Help to solve the housing shortage in order to stimulate an economic revival while ensuring to the population better living quarters and contributing to the removal of slums.

3. Help in the establishment of enterprises capable of ensuring to workers some sources of permanent employment, through an Industrial Expansion Bank. The Bank should be authorized to make more generous loans so as to stimulate investments in new or under-developed industrial sectors.

4. Maintain the buying power of the population at as high a level as possible by increasing unemployment insurance allowances, family allowances and old-age pensions.

### Unemployment Insurance

The CCCL noted that the project of redrafting the Unemployment Insurance Act is an initiative which answers an urgent need and it expressed the hope that it will be consulted in due course.

The brief then recalled the CCCL's basic demands:—

1. Benefits should be increased so as to re-establish the relation existing in 1941 between the allowances and wages and to give the maximum buying power to the unemployed, while taking into account the condition of the insurance fund.

2. The scope of the Act should be extended to cover all workers, including hospital and welfare institution employees.

3. Present restrictions concerning waiting periods and married women must be abolished.

4. Benefit periods should be established with due consideration to the present unemployment picture, which seems to reflect a certain amount of permanency.

### Immigration

Recalling the conference recently called in Ottawa by the Minister of Citizenship and Immigration, during which representatives of employer associations, labour unions, farmers' groups and railway brotherhoods discussed certain aspects of the question of immigration, the CCCL recommended that a further step be taken and that a permanent consulting commission be formed.

This commission, according to the brief, could discuss in more detail and in a more practical way the policy of immigration, the present programs and the present Act and regulations.

The CCCL further suggested, so that immigration may be effectively selective and acceptable to labour, to suspend immigration not only in the case of industries affected by unemployment, but also in the case of industries that are natural outlets for unemployed Canadian workers because of their skills.

The brief emphasized that the main objection of the CCCL to immigration is less related to immigration itself than to the present economic conditions and to unemployment.

The brief added:

> When, as at present, there are, in Canada, a few hundred thousand workers completely or partially unemployed, it is hard to conceive that there is room in this country for a great number of immigrants, in spite of the theory that the arrival of immigrants favours the expansion of the domestic market, of commerce, etc. Moreover, it is true that a certain number of immigrants come to Canada because they have a particular professional skill or for the purpose of starting new industries, and we have no objections to make in this regard; but the immigrants in this class represent approximately one-fifth of those that Canada is receiving this year. As for the others, the CCCL is aware of the difficulties they encounter, as it has an immigration service where, every year, from five to six thousand immigrants call. There would not be so many objections on our part even for a larger immigration if the national economic policy would first allow the Canadian citizens to earn a decent living.

### Criminal Code

The CCCL repeated its request (L.G., April 1953, p. 541) concerning the amendment of Section 365 of the Criminal Code relating to breach of contracts, in order to exclude all references to provincial labour laws.

The brief stated that, for a minor offence, a worker could be placed on the same footing as great criminals due to the fact that he would be prosecuted by virtue of a



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provision of the Criminal Code instead of his being sued under provincial laws. A worker condemned for a minor offence would immediately be liable to further prosecution by virtue of another provision of Section 365, thus being exposed to a double punitive sanction or at least to being considered as a dangerous criminal, the CCCL added.

The brief concluded its considerations on the Criminal Code with the following:

> In its present form, Section 365 has something odious for the workers, and the CCCL does not see any valid reason to justify the latter part, that which embodies the provincial laws in the Section the first part of which deals with sabotage. For the least offence, the workers will be prosecuted under the Section of the Criminal Code relating to sabotage and their reputation will be seriously compromised in the eyes of the public, due to the publicity given to that kind of accusation.

### Income Tax

The brief explained the position of the CCCL with regard to the question of the deductibility of the provincial income tax and asked the federal Government to deduct the provincial income tax from the federal income tax, or that an agreement be concluded which "should ensure to the provinces the right to sources of revenue sufficient to assume all their responsibilities".

### Second Part

The second part of the brief, which was not read, is to a large extent a summary of the requests already submitted to the federal authorities and which the last congress of the CCCL decided to submit again in the hope that the Government would give them its entire attention.

Among other things, the CCCL asked the Government to favour the construction of a deep-sea merchant fleet and to recognize the shipyard industry as a national industry.

With regard to income tax, the brief asked for an increase in the basic exemptions and in the exemption for each child.

The CCCL renewed its requests for the establishment of a permanent price inquiry commission, for an increase in family allowances proportionate to the increase in the cost of living and for a larger Canadian delegation to the sessions of the International Labour Conference.

Other requests that were renewed concerned broadcasts for workers on the CBC network, the right of association and collective bargaining for federal civil servants, diplomatic representation at the Vatican, the transformation of our natural resources, the creation of a special commission to inquire into the activities, structure and mode of financing of the Bell Telephone Company, the revision of old-age retirement pensions and the adoption of a Canadian Flag.

The CCCL also expressed its opposition to compulsory military training in peace time.

The brief added that the CCCL intends to submit in the near future a detailed brief on the National Housing Act.

## Prime Minister's Reply

The Rt. Hon. Louis S. St. Laurent thanked the CCCL for its suggestions, promising that they would be given careful attention and emphasizing that the important thing for the workers as well as for the other classes of society is to have as flourishing as possible a national economy.

He stated that the international situation had improved but not yet to the point where it is possible "to make any substantial reduction in the enormous expenditures" we are obliged to make as our share of the contribution to that international military strength which is able to command respect "in those who, otherwise, would attempt to extend to their neighbours that domination which has already gone too far".

The Prime Minister said that there must be amendments to some laws, as mentioned in the CCCL brief. "We shall try, as in the past, to make these amendments in such a way as to give satisfaction to the greatest number of people, and we realize that improvements are always possible."

### Unemployment

With regard to unemployment, Mr. St. Laurent first said that the Government was trying to arrange its immigration program in such a way as not to increase the difficulties which are inevitable in a period of readjustment.

Making it clear that there should not be any long periods of unemployment for a great number of people in our country, he added:

> We feel that there are still so many things to be done in our country that it should be possible to adjust our economy so as to prevent long periods of unemployment for a large number of workers, for after all, this is waste that does no one any good and is contrary to the interests of the people as a whole. It is desirable for the people as a whole that the greatest possible number of them may be able to work at something useful.

The Prime Minister explained that the Government has delayed public projects because it did not want to compete with private industry in obtaining manpower and materials.

He, however, gave to understand that in view of a certain slow-down in putting up big buildings while there is more and more building of home units, the Government was thinking of adopting certain measures in order to promote activity in this field.

"We shall endeavour to maintain activity in this field," promised the Prime Minister, "and we would like to convince those who may feel that in waiting they will get better conditions that there will be no slackening in that industry and that they won't gain anything by waiting too long."

Mr. St. Laurent made it clear that the situation was serious because, even with moderate unemployment, it is always serious for those who are without work. He denied, however, that conditions were as alarming as "some have predicted or imagined".

"We feel that there is no cause to worry too much, and I assure you that we are in a position to do everything that lies with us in order that unemployment may decrease or that it may not expand," he said.

**Income Tax**

The Prime Minister, calling attention to that part of the CCCL brief that said that the provinces should have sufficient sources of revenue to carry out their responsibilities, pointed out that this is certainly desirable but added that the central Government must also have sufficient revenue to carry out the responsibilities which are its own. He added:

> We shall try to find and obtain solutions that are best fitted to the joint needs of federal, provincial and municipal governments and school boards. These are all essential public services and we must endeavour to harmonize the measures adopted so that whatever is available may be distributed and used to the best advantage of the greatest part of our population.

To conclude, the Prime Minister asked the CCCL to believe, not that all that the Government did was wise, but that "we always honestly do the best we can towards the adoption and carrying out of those policies that seem to us the most favourable to the greatest number of our fellow citizens".

## Gérard Picard

The General President then gave further details on certain points relating to unemployment.

He said that conditions might appear more serious if statistics were not limited to the 35-hour week. "There is a certain percentage of part-time workers who are not at present included in unemployment statistics," said Mr. Picard, "and conditions would become that much more serious, although it is impossible for us to determine whether or not this represents a large percentage."

The CCCL General President also suggested that the Tariff Board recently appointed to investigate the situation in the woollen industry be authorized to investigate the situation in the cotton industry.

Mr. Picard invited the Minister of Justice to reconsider Section 365. "We recognize that he did an excellent job in dealing with all the amendments that were proposed when the Criminal Code was being redrafted, but Section 365 is one of the points that we are unable to swallow."

He concluded by giving praise to the excellent relations existing between the CCCL and the Minister of Labour as well as the officials of his Department.

General Secretary Jean Marchand then spoke in favour of the extension of the Unemployment Insurance Act to hospital employees.

"We understand the financial difficulties facing hospitals," Mr. Marchand said, "but we do not see why hospital employees must bear what should rightfully be paid by the community."

The Prime Minister answered that that is a problem which is always under consideration. "Hospitals, for the most part, are in a position where there is no profit."

## Cabinet Members Present

Ministers who accompanied the Prime Minister were: the Rt. Hon. C. D. Howe, Minister of Trade and Commerce; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart S. Garson, Minister of Justice; Hon. J. J. McCann, Minister of National Revenue; Hon. James Sinclair, Minister of Fisheries; Hon. Lester B. Pearson, Secretary of State for External Affairs; Hon. Roch Pinard, Secretary of State; Hon. Jean Lesage, Minister of Northern Affairs and National Resources; Hon. Robert H. Winters, Minister of Public Works; Hon. Walter Harris, Minister of Finance; Hon. George Marler, Minister of Transport; Hon. J. W. Pickersgill, Minister of Citizenship and Immigration; Hon. Hugues Lapointe, Minister of Veterans Affairs; and Hon. Alcide Côté, Postmaster General.



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# International Railway Brotherhoods

**Make requests on matters of particular concern to railway workers as well as on subjects of concern to Labour generally. Housing said "one of prime unsolved problems of the day"; unemployment not referred to**

The National Legislative Committee (Canada) of the International Railway Brotherhoods, in its annual submission presented to the Cabinet on November 10, dealt with matters of particular concern to railway workers and to labour generally.

Considerable space was given to the question of housing, which the brief described as "one of the prime unsolved problems of the day". The Committee again requested that lower interest rates be charged private citizens earning $3,000 or less per annum, and asked that mortgage facilities under the National Housing Act be extended to cover existing homes.

Under the heading "Compulsory Arbitration", protest was registered against "the manner in which intervention was made in the dispute between the railways and the non-operating railway trade unions during the summer of 1954". This action, it contended, deprived railway workers "of one of their most democratic and basic freedoms—the right of each citizen to withhold his labour".

The Committee renewed requests of previous years for a national transportation policy, a national health insurance plan, higher social security benefits and amendments to existing legislation, including the Unemployment Insurance Act, the Railway Act and the Income Tax Act.

Unlike the submissions of the three Congresses, the brotherhoods' brief made no reference to unemployment.

The brief was presented by J. L. D. Ives on behalf of the Brotherhoods' some 140,000 members. The Prime Minister, Rt. Hon. Louis St. Laurent, accompanied by six members of the Cabinet, received the delegation.

In replying for the Government, the Prime Minister first referred to the passing of the late secretary of the Legislative Committee, James B. Ward, and extended sympathy on behalf of himself and colleagues to the family and the Railway Brotherhoods. Mr. Ward, said the Prime Minister, had "deep qualities of dignity and sincerity of purpose and gave able service to his organization.... We had become accustomed to his attendance at these meetings and we miss his friendly presence on this occasion."

The Government would be most happy to implement the recommendations made with respect to social services, the Prime Minister said, but it must be borne in mind that when providing for additional outlay provision must also be made for additional public income, and this is a difficult problem.

Although the international situation has improved over the last three or four years, it is not considered that it has yet improved to a sufficient degree to permit of any substantial reduction in the "very large portion" of the Budget that is still devoted to defence purposes, the Prime Minister said.

## The Railway Brotherhoods' Brief

### Social Security

The Committee renewed its request for more liberal social security allowances. It recommended:—

Payment of the old age pension at age 65 without a means test;

The rate of pension to be increased from $40 to $50 per month;

Old age assistance to be made available, with a means test, to women between the ages of 60 and 65;

Family allowances to be increased by $2 throughout the scale.

The Committee commended the Government on the enactment of the Disabled Persons Act, authorizing it to enter into agreement with a province to pay a proportion of the allowances paid under provincial law to totally and permanently disabled persons. The hope was expressed that all provinces will avail themselves of this legislation.

### National Health Insurance

Reiterating its demand for a national health insurance plan, the Committee said "it is evident that under existing economic and social conditions a large number of our citizens are not receiving adequate medical, surgical and hospital services". In corroboration of its statement, the Committee quoted from the findings of the Canadian sickness survey and the Department of Health and Welfare survey of non-profit medical care insurance plans.

At the same time, the Committee commended the Government on its action in making health grants available to the provinces. "We are encouraged," it said, "by the leadership shown by your Government and look forward to the enactment of a national health insurance act."

### Unemployment Insurance

The Committee repeated its contention that the Unemployment Insurance Fund has "reached the point where it is sufficient to meet the needs of the unemployed worker more adequately" and asked that the matter be studied with a view to amending the Act to provide: (1) elimination of the waiting period and non-compensable days; (2) replacement of the present class of insured workers earning more than $48 per week by two new classes, one to cover those earning $48 to $59.99 per week and the other for those earning $60 or more per week; (3) an increase in the maximum weekly benefits of $3 for all groups; (4) an increase in supplementary benefit rates from the present 70-per-cent level of the regular benefit to 80 per cent; (5) that workers who decline to cross another union's picket lines should not be disqualified for benefit; and (6) entitlement to benefit for insured workers who are unemployed because of illness.

### Housing

The housing shortage in Canada, stated the brief, "still remains one of the prime unsolved problems of the day".

While recent amendments to the National Housing Act have provided a much needed stimulus to the building trade, it said, the provision of insuring the mortgage has increased the monthly payments, and the resultant salary requirements make it impossible for the average Canadian worker to finance a home under the Act. The great majority of Canadian workers, stated the brief, are still earning $3,000 per annum, with one worker out of three earning less than $2,000 per annum; the Act, as amended, offers no assistance to these workers.

There are available, the brief pointed out, homes built in the 1920's, most of which are in good condition but many of which are standing vacant because of financing difficulties, which would be an "excellent source of housing for the average Canadian". The Committee suggested, therefore, that mortgage facilities available under the Act be extended to cover existing homes in good condition up to 25 years old.

The Committee also recommended lowering of the rate of interest to 3½ per cent for private citizens earning $3,000 or less per annum.

Noting that the Defence Workers' Housing Loans Regulations, established by Order in Council subsequent to the enactment of the National Housing Act, provides for loans to assist in the construction of houses and rental projects for certified defence workers, the Committee asked that similar assistance be accorded railway workers.

### Income Tax

Assurance of a reasonable standard of living should be the guiding factor in determining income tax exemptions, the Committee declared. The rise in the cost of living during the past years justifies proportionate increases in the statutory exemptions, the Committee stated in proposing the following amendments to the Income Tax Act:—

(1) Statutory exemptions to be increased to $1,500 for single persons, $3,000 for persons with dependents and $500 for each dependent not eligible for family allowances.

(2) The term "dependent" to include those taking vocational training courses.

(3) All expenditures for medical and dental care to be deductible.

(4) Where a married person supports his spouse during a taxation year and the spouse has an income for the year in excess of $500 but not exceeding $1,000, the allowable deduction of $3,000 to be reduced by the amount of the spouse's income in excess of $500.

(5) Cost of meals and lodging paid by a taxpayer while employed by direction of a railway company, on either temporary or regular assignments, at or out of outside terminals and away from his place of residence, to be deductible.

### Railway Act

The Committee again asked that the Railway Act be amended to provide for statutory side clearances, in keeping with dimensions of present-day equipment, and for new construction or rearrangement of tracks or alterations to buildings to conform with the side clearances prescribed.

Referring to the report of the Board of Transport Commissioners on the railway highway crossing problem, the Committee expressed approval of the Board's recommendations and the hope that they will be implemented at the next session of Parliament.

Recommendations concerning railway level crossings included increasing the annual appropriation for the grade crossing fund from one to five million dollars and increasing the percentage contributed

towards the cost of construction work incurred in making level crossings safer.

It was further recommended that an annual grant should be made towards the cost of operating and maintaining automatic signals at level crossings.

The Committee repeated its request that in cases where municipal authorities seek restriction of warning whistles or bell signals at highway crossings, that no such approval be given unless proper manual protection or mechanical warning devices are provided.

### National Transportation Policy

Reiterating that it has consistently advocated the creation of a national transportation policy and reorganization of the control of interprovincial and international motor vehicle traffic, the Committee expressed disappointment with the Government "in its disregard of the recommendations of the Royal Commission on Transportation".

It was anticipated, the Committee pointed out, that as a result of the Privy Council decision in the *Winner* v. *S.M.T. (Eastern) Limited et al* case that the Royal Commission's recommendations would be implemented. The recent enactment of "An Act Respecting Extra-Provincial Motor Vehicle Transport," giving to the provinces jurisdiction over interprovincial and international transport, places the provinces in the same position as before the Privy Council decision.

### I.R. & D.I. Act

Noting that the Industrial Relations and Disputes Investigation Act provides that a conciliation board shall report to the Minister within 14 days of its appointment but permits the parties to the dispute or the Minister to grant additional time, the Committee renewed its request for an amendment to the Act providing that any extension of the period shall not exceed 60 days.

Under Section 61 of the Act, a decision or order of the Canada Labour Relations Board is "final and conclusive and not open to question or review," the Committee pointed out. In view of this fact and that the Board's decisions are based on precedent, the Committee urged that the Act be amended to require all decisions or orders to be recorded in writing, together with a statement of the Board's findings on questions of fact material to the decision, which shall be available to persons interested.

### Compulsory Arbitration

On the subject of the railway dispute then being arbitrated, the Committee said:

We wish to respectfully express our protest on the manner in which intervention was made in the dispute between the railways and the "non-operating" railway trade unions during the summer of 1954. It is our contention that the railway workers were deprived of one of their most democratic and basic freedoms—the right of each citizen to withhold his labour.

It would seem that by precedent compulsory arbitration has been imposed on all disputes involving railway trade unions and management. This, we submit, is contrary to the law of the land governing the manner in which disputes between labour and management will be conducted.

### Immigration

While in accord with the Government's policy of selective immigration, the Committee expressed the view that more cognizance should be given to the problem of seasonal unemployment.

The Committee repeated its request that "the Department of Labour should be charged with the responsibility of immigration and that there be closer co-operation through the creation of an immigration commission with equal representation from labour, management and the government."

### Other Recommendations

The Committee renewed its request for legislation, "comparable in principle to that specified in the Canadian National-Canadian Pacific Act," that will provide protection to employees adversely affected through the substitution of diesel power for steam.

Again pointing out the danger involved in the transportation of explosives, the Committee recommended that the Board of Transport Commissioners should have control over highway transportation of explosives, similar to the United States Interstate Commerce Commission.

Requesting extension of the Government's policy of appointing labour representatives to public bodies, boards and commissions, the Committee suggested "it would be in the national interest, when filling vacancies in the Senate, if labour representatives were given favourable consideration".

The Committee commended the Government on its policy of providing financial assistance to Canadian universities and expressed the hope that it will be not only continued but extended.

The Committee reaffirmed its support of public ownership and government control of radio broadcasting and telecasting, under the trusteeship of the Canadian Broadcasting Corporation. It was "somewhat disturbed," it said, "over the existing preponderance of private stations compared to those operated by the publicly-owned system," and requested that when the

present policy of granting television licences to a single station in a selected area is relaxed, the CBC will be given preference in those areas served only by private stations.

## The Government's Reply

In his reply, the Prime Minister said his Government would be very happy to implement the Committee's recommendations with respect to social service payments but it must be remembered that whenever provision is made for additional outlay provision must also be made for additional public income. That, said the Prime Minister, is "a pretty difficult problem, one over which we wrestle every time the Minister of Finance is preparing his estimates and his budget for the year".

Although not expressly stated in the brief, said the Prime Minister, he was sure the membership would wish Canada to continue as long as may be necessary her share towards building up the joint strength of the free nations.

The improvement in the situation over the last few years, it must be agreed, he said, is due in large measure to what has been achieved co-operatively by the free nations in the upbuilding of this necessary military strength. It has not yet improved, however, to a sufficient degree to permit of any substantial reduction in the very large portion of the national budget still being devoted to defence purposes.

This, said the Prime Minister, the Government regards as an expenditure of a very high priority because it realizes what would be the consequences for the nation of another world war.

> We hope, and we think that there are reasons to hope, that the upbuilding of this joint strength by ourselves and our allies is the kind of insurance policy that is apt to protect us against the outbreak of another world war. We feel we have to continue to do that. We cannot expect others to be doing what we regard as their share unless we convince them that we are doing what they are entitled to regard as our share of this upbuilding of joint strength.

This, he said, creates difficulties when envisaging any additional expenditures on old age security and family allowances.

In the case of old age security, to implement the Brotherhoods' recommendations would mean an increase in what is paid out for old age security of 50 per cent. "We have not," said Mr. St. Laurent, "come to the conclusion that the provisions we have made for the old age security fund have reached the point where they are working as normally as they can be expected to work, and they are insufficient. We have been accumulating annual deficits in that fund in spite of the two per cent allocated from the income tax, the two per cent taken from the sales tax and the charge on corporation incomes."

Turning then to income tax, the Prime Minister said it would be most agreeable to be able to comply with the recommendations but, he added, there have been no practical suggestions as to where the loss in revenue from income tax could be made up if these modifications were made. These matters are considered every year, he said, in the attempt to achieve the best balance between what is taken from the Canadian people and what is returned to them in the form of social security services.

The Unemployment Insurance Act has been under study for some time, Mr. St. Laurent told the Committee, and some changes will be recommended to Parliament.

> We are having some drafting done on certain alternatives. We want to see just what they look like and have calculations made as to what their results would be. After we have had these computations made by our own people, there may be occasions when we will want to discuss them with the Advisory Board to try to work out what will be best for the greatest number in that regard.

The problem of railway highway crossings is a serious one, said the Prime Minister. "We are always shocked when we read of accidents that happen at these railway crossings and which might perhaps under better conditions have been avoided." It is a big undertaking, he said, and cannot be done all at one time but must be done progressively, taking first those which are rated as the most dangerous.

> For that reason we did consider this suggestion of devoting some part of the maintenance cost to improving crossings and so forth, but some of us felt that until we had made much more progress in the capital investments required for the elimination of as many as possible of these crossings, it was perhaps more urgent to do that than to take any part of the railway crossing fund for current administration of safety provisions where something had already been done.

Concerning the Brotherhoods' request for a national transportation policy, this, the Prime Minister said, would involve two methods of transportation and it is felt that an attempt should be made to see first if the machinery set up by the provinces is going to be sufficient. Intra-provincial traffic would still be under provincial control and duplicating provincial facilities in order to deal with inter-provincial and international traffic would involve considerable expense, he pointed out.

It may very well be, Mr. St. Laurent said, that it will be necessary to have some central organization that will control highway interprovincial and international traffic. It has been suggested, he said, that the Federal Government, through a constitutional amendment, abandon its jurisdiction to the provinces.

But we say no, we are not going to take the risk of doing that. This was an experiment. We said that we would enact legislation under which you can carry on and we will see how it works, but we are not going to take the definite step of a constitutional amendment that would make it impossible to substitute something else if we found that that did not do the job as it should be done.

Replying to the reference to compulsory arbitration, the Prime Minister said:

You have referred to compulsory arbitration. There was no compulsory arbitration. You gentlemen will remember that I was the one who was the most active in the discussions that took place last summer over the dispute that is now before Mr. Justice Sloan for arbitration. It has been said that I took a very autocratic attitude. I do not think I did.

All I did say was that if this thing was not settled I was going to have Parliament summoned for an emergency session. I said that I was going to recommend that Parliament provide for compulsory arbitration. While it was felt that if that was recommended by the Government it would be apt to be passed by Parliament, I think it would have been apt to be passed by Parliament whether it was recommended by the Government or not.

Here, you yourselves say that the railway services are so essential to the Canadian economy that those who are engaged in providing those services should be given the same consideration as those who are in defence work. Everybody realizes that railway services are essential to the economy of Canada.

It is almost a national disaster to have railway services interrupted. It is something which as long as I have the responsible office as I now occupy I will try to avoid happening without having Parliament come together to take the responsibility about it. That is not the kind of thing that should remain as the responsibility of one man or any group of men; it is something that is of such concern to the whole Canadian public that when it is seriously threatened Parliament should have to take its responsibility about it. That was all I said to your representatives.

Then I think they came to the conclusion that the action of Parliament would be apt to be such that there was not very much point in forcing the issue that would have brought Parliament together.

I know that there are a lot of people who were very happy that there was not going to be a railway strike. I know there were some in management as well as on the operating side who were very happy that there was not going to be a railway strike. We are hopeful that there will be the kind of disposition made of that dispute between management and the operators that will be fair and just without there having to be a railway strike.

On immigration, the Prime Minister said his Government is doing its best to see to it that immigrants coming to Canada will be the kind who will, not only in the long run but in the short run, benefit themselves and also be of benefit to those already in this country.

The problem of housing is one that is receiving constant attention, Mr. St. Laurent assured the delegates. "I think you will have noted, as we have, from the statistics," he said, "that the changes that were made at the last session of Parliament have at least coincided with a greater activity in house building than had existed in the two or three previous years. Whether we can now say how soon we can go further and make it easier for lower income Canadians to take advantage of it is something that is constantly under study and under consideration. We realize the value to the stability of our institutions of as large a number of home-owners as possible in a free country."

The Minister of Trade and Commerce, Rt. Hon. C. D. Howe, later added to what the Prime Minister said on this subject.

Referring to the suggestion in the brief that railway workers be given similar treatment to that given defence workers regarding housing application, he said:

Perhaps you are aware that the defence plant subscribes towards the cost of the land and more or less guarantees the payments. It guarantees to make payroll deductions for rent and so on. If the railroads made application I do not know whether we would certify them as defence workers or not. I rather think so because I think it would be a better loan.

Concerning the Industrial Disputes and Investigation Act and the suggestion that there should be a time limit of 60 days for a board to report, the Prime Minister said he had been informed that there has never been any extension beyond 60 days without agreement by the parties concerned. The policy of the Department of Labour, he observed, is to deal with these matters as expeditiously as possible.

To a suggestion that employers be prevented from farming out work after a trade union has been certified and a collective agreement entered into, the Prime Minister replied that he did not know "just where we would be constitutionally if we tried to do that by legislation—to say that an employer could not have a contract".

The Committee Chairman, W. H. Phillips, said they had not anything like that in mind but thought the Prime Minister was familiar with the situation that brought about the Brotherhoods' submission. The Canadian National Railways, he said, farmed out to contractors work which it was the right of union members to perform.

"You will be discussing that," the Prime Minister said.

"We have already been discussing it with the railways," replied Mr. Phillips, "and we have been putting forth efforts to try to improve relations between the railways and those who operate the railways.

"We regard the labour force and management as a partnership in the operation of a public service, not only for their own benefit but principally for the benefit of the Canadian public. We will continue to use our best efforts to see to it that there develops between management and labour a feeling of dependence upon each other and of fair dealings with each other."

# Canadian Chamber of Commerce Presents Annual Brief to Cabinet

**Calls for increased immigration, a co-operative attack on seasonal unemployment and reductions in corporation and personal income taxes. Opposition to compulsory health insurance is expressed by delegation**

An increase in immigration to boost Canada's manpower supplies for defence and economic purposes was urged by the Canadian Chamber of Commerce in its annual brief to the Cabinet, presented November 25. Immigration was one way of bolstering employment, it said, since new citizens add to the consumer army, thus assisting in maintaining prosperity momentum.

The Chamber also agreed that seasonal unemployment is becoming progressively serious as a social and economic problem and urged that all groups—employers, unions and government—co-operate in fighting it. The Chamber urged the adoption without delay of the recommendations of the National Employment Committee aimed at stabilizing employment in Canada.

Describing Canada as "the land of the greatest opportunity in the world," the Chamber urged that the country's population be doubled to 30,000,000 by 1975. This goal will not be reached, it said, unless there is a "marked increase" in immigration.

As a means of stimulating immigration, the brief suggested the Government extend the present assisted passage system for selected immigrants, particularly from Britain and France. It suggested also that the government initiate an organized program to obtain more immigrants from the United States.

The 40-page brief presented to Prime Minister St. Laurent and members of the Cabinet said personal and corporate income taxes were too high for a developing country. It said state control increased with high taxation.

The Government, it declared, should scrutinize peacetime spending to keep it at a minimum. Parliamentary machinery for examining government estimates and expenditures should also be strengthened.

The Chamber believed that compulsory health insurance or state medicine should be avoided. It believed that rapid growth of prepaid and insurance plans would reasonably cover Canadian citizens.

On employer-employee relations, the Chamber said both groups should be left the maximum freedom to work out their common problems without government intervention, and held that a check-off of union dues brought about by legislation "introduces unreasonable government intervention". Greater productivity, said the Chamber, is the key to national and individual prosperity.

The Chamber endorsed the exclusion of management representatives, including foremen and supervisors, from any certified bargaining unit, and urged the maintenance of this principle in labour legislation.

While it recognized the lawful rights of labour, and any current and valid contract between a union and an employer, the Chamber said all strikes should be prohibited until they have been authorized by a majority of all the employees affected in a secret ballot properly supervised and held after the expiry of a "cooling-off" period.

Sympathetic strikes, strikes due to jurisdictional disputes, mass picketing, intimidation and the secondary boycott, declared the Chamber, are inconsistent with the Canadian way of life, and in their regard, "the provisions of the law should be enforced".

The Chamber described as "socially and economically desirable" the employment to the greatest possible extent of physically-handicapped workers. It said that when suitably placed, their performance has been found by employers to compare favourably with that of the able-bodied in similar work.

With regard to foreign trade, the Chamber said Britain and other sterling area countries should be urged to remove gradually import curbs against Canadian goods. The Chamber also expressed concern with the United States tendency to "modify" its commitments under the General Agreement on Tariffs and Trade.

A separate regulatory body should be set up to supervise radio and television in Canada, said the Chamber, adding that no person or organization in this field should be "both competitor and regulator".

The brief urged the Government to institute the use of the single alternative vote in elections. Marking a priority of candidate choices on the ballot would eliminate the "growing tendency" to elect candidates by a minority of those voting, it said.

The Chamber said the construction of the South Saskatchewan irrigation and power project would be in the "national interest" and urged that the federal Government make a construction deal with the province.

The brief also urged that airports in Canada be improved and a separate Canadian coast guard service be established.

The Chamber also urged the Government to support the development of the world calendar at the United Nations Assembly.

The Chamber represents some 700 boards of trade and chambers of commerce in the ten provinces. Head of the 16-man delegation at the presentation of the brief was President G. S. Thorvaldson of Winnipeg.

# Percy Bengough Honoured at Retirement

**Labour, management and government represented at testimonial banquet to pay tribute to man who served as TLC President for twelve years**

Percy R. Bengough, whose retirement from the presidency of the Trades and Labour Congress of Canada became effective November 1, was honoured at a farewell banquet in Ottawa November 5. Labour leaders from Canada and the United States, as well as officials of industry and government, including Hon. Milton F. Gregg, Minister of Labour, paid tribute to the man who headed Canada's largest labour organization for a total of 12 years.

Claude Jodoin, who succeeds Mr. Bengough as TLC President, promised that his organization will do its utmost "to bring about the day, which I hope will come as soon as possible, when all organized labour in Canada will be united". His words drew from A. R. Mosher, President of the Canadian Congress of Labour, a hearty "hear, hear".

Another prominent speaker at the banquet, George Meany, President of the American Federation of Labor, said: "The time has arrived for tackling the organic union of the two great American labour organizations". He was referring to the proposed merger of his Federation with the Congress of Industrial Organizations. (Both the AFL and the CIO in the United States and the TLC and the CCL in Canada have signed no-raiding agreements which are seen as the first necessary step to eventual organic union.)

Labour Minister Gregg said in his address that he had followed with great interest the attempts at unification of labour in the United States. He expressed "hearty approval for any activities that may make for better industrial relations and for a richer life of all the peoples on this continent".

Mr. Gregg was the first of several speakers to pay warm tribute to Mr. Bengough's lifetime of service to the labour movement.

### Bengough Successor Given Banquet, Too

The new TLC President, Claude Jodoin, was feted at a testimonial banquet in his honour on November 20 in Montreal. The banquet was sponsored by the International Ladies' Garment Workers Union (AFL-TLC), with which Mr. Jodoin was associated for 18 years prior to assuming his new duties in Ottawa November 1. The new TLC head was manager of the union's Joint Dressmaker' Board in Montreal when he resigned to succeed Mr. Bengough.

He recalled Canadian labour history from its earliest days, and in particular the famous banquet 54 years ago when the then young TLC was invited by Hon. William Mulock, then Minister of Labour, to make suggestions and recommendations on the Conciliation Act, Canada's first labour legislation, which had been enacted shortly before. This invitation and its acceptance led to the custom of the TLC and later other labour groups submitting annually their suggestions to the federal Cabinet.

Mr. Gregg spoke of the great presidents of the TLC: Dan O'Donaghue, Ralph Smith, Jimmy Simpson, Tom Moore, Paddy Draper, and finally Percy Bengough.

"Each of these in his tenure of office moved forward steadily towards the ultimate goal, the more abundant life as the rightful heritage of every free man, woman and child," he said.

Mr. Gregg praised Mr. Bengough's wartime service, which was recognized by the late King George VI with the decoration of Commander of the Order of the British Empire, and spoke of his "executive ability, keen judgment, intrepid honesty and buoyant spirit".

Mr. Jodoin said Mr. Bengough would not be an easy man to follow in the presidency. He promised to try in the hope that he would some day merit the same loyalty and confidence accorded the retiring president by the TLC membership.

Among leading labour men present with Mr. Mosher and Mr. Meany were Gérard Picard, President of the Canadian and Catholic Confederation of Labour; Gordon Cushing, Secretary-Treasurer of the TLC; and William Schnitzler, Secretary-Treasurer of the AFL.

Others present were Hon. Stuart Garson, Minister of Justice; Hon. George Drew, Leader of the Opposition; Miss Chris Mahoney, associated with the TLC executive since 1906; and representatives of the Canadian Manufacturing Association and the Canadian Construction Association.

## CIO Oil Workers Set Up Canadian District

A Canadian district of the Oil Workers' International Union (CIO-CCL) was established as a result of a conference held in Toronto in October. The conference, chaired by Neil Reimer, Canadian Director of the OWIU, and attended by 26 delegates from five provinces, adopted a constitution for the district.

Plans for a merger of the oil workers' organization with the United Gas, Coke and Chemical Workers of America (CIO) came in for discussion at the conference and an affirmative vote for amalgamation was recommended by R. Kirk of Toronto, Canadian member of the union's international executive council. OWIU International Secretary-Treasurer T. M. McCormick said that merger with the UGCCW would aid both bodies in increasing their bargaining strength and in completing the task of organizing the oil and chemical industry.

Officers of the Canadian district were elected, as follows: Mike Germann, Saskatoon, President; Marcel Manseau, Montreal, Vice-president; and Louis Salter, Clarkson, Ont., Secretary-Treasurer.

### NOTICE

**Because costs of publishing the *Labour Gazette* continue to increase, it has become necessary to increase the subscription rates. The *Labour' Gazette* announces with regret that, beginning with the April 1955 number, annual subscriptions will be at the rate of $2.00 per subscription, and group subscriptions at the rate of $1.00 per subscription for five or more subscriptions. The price of single issues and bound volumes remains unchanged at 25 cents per single copy and $5.00 per bound volume, delivered in Canada. The subscription rate for delivery to other countries will be $4.00 per annum; single copies, 50 cents; and bound volumes, $7.00.**

# 50 Years Ago This Month

**Nine-hour day most common work schedule in printing trades in 1904, survey found. Highest wages, shortest hours found in largest cities, as a general rule. Wages showed tendency to rise from East to West**

Higher wages and shorter hours of work are generally to be found in the larger population centres, the LABOUR GAZETTE for December 1904 reported in an article based upon a study of the printing and allied trades. In British Columbia, there was less distinction in this matter, with several of the towns reporting wages and hours which equalled those of the larger centres.

Regionally, it was noted that, in general, with the exception of Quebec, wages tended to increase from East to West across the country.

The trades surveyed were pressmen, stereotypers and electrotypers, and bookbinders.

Typical daily wages for pressmen in 1904 across Canada were as follows: Halifax, $1.84; Charlottetown, $1-$2; Moncton, $2; Montreal, $2; Toronto, $2.70; Winnipeg, $2.66⅔; Edmonton, $2.50; and Vancouver, $3.50.

Hours of work for employees in the printing trades tended to be shorter in the larger centres, e.g., employees in Halifax worked a 55-hour week while those in Truro put in 60 hours. In Toronto, pressmen worked 53½ hours a week while those in Orangeville, Ont., were on a 60-hour week in 1902.

Among the three classes of workers studied, the nine-hour day was most common, with the ten-hour day being the next most frequently listed. Examples of the eight-hour day were largely confined to Ontario and British Columbia.

By provinces, British Columbia had the highest proportion of workers on shorter hour schedules; no returns were received from that province for a longer day than nine hours. In Nova Scotia and Quebec, on the other hand, no instances were reported of a shorter day than nine hours.

Turning to upward movements in wage rates, the GAZETTE article noted that for pressmen the greatest number of wage changes dated from 1900, the number of upward revisions showing a continuous increase from that year. The same pattern held true for the wages of stereotypers and electrotypers and bookbinders.

As far as shortening of hours for all three classes was concerned, the reduced working day on Saturday was the most common feature. By trades, electrotypers and stereotypers showed proportionately a wider prevalence of work-day schedules of nine hours and under, with pressmen next.

Reporting the strikes and lockouts statistics, the December 1904 LABOUR GAZETTE related that November was "almost entirely free from industrial disputes". Six disputes were in existence during the month, a decrease of four compared with the previous month and four compared with November 1903. About 11 firms and 336 employees were affected.

The loss of time to employees through industrial disputes was estimated at approximately 3,800 working days. Compared with this figure, the approximate loss in October was 5,250 days and in November 1903, 75,174 days.

Compared with previous years, the economic outlook in Canada was termed "very favourable". Exceptionally mild weather in November 1904 was credited with preventing the usual increase in seasonal unemployment.

Activity in the building trades was "exceptional". Farming operations, railway construction projects and civic improvements were also the source of much activity.

Wage rates remained almost stationary during the month. Bread prices continued to rise throughout the country. Sugar also increased in price.

November was one of the most active months for immigration, considering the lateness of the season. In addition, immigrants from the United States were reported to be moving into Western Canada in considerable numbers.

During the four months, July to October inclusive, 29,965 immigrants arrived in Canada. In the ten months ending October 31, immigrants to Canada numbered 85,704 compared with 92,961 in the same period of 1903.

# International Labour Organization

## 5th Session, Iron and Steel Committee

**Resolution that would have required identical working conditions for iron and steel workers in member countries of European Coal and Steel Community is defeated. Also on agenda: human relations and pensions**

A resolution that would have required identical working conditions for workers in the iron and steel industry in member countries of the European Coal and Steel Community was rejected, 40 to 33, with 34 abstentions, at the fifth session of the Iron and Steel Committee* of the International Labour Organization in Geneva. Representatives of 21 countries participated in the meeting, held October 11 to 23.

The resolution expressed the hope that the relations between the ILO and the Community would be strengthened by joint action with a view to achieving an equivalence of working conditions by means of international collective agreements freely concluded in international joint committees.

The delegates who opposed the motion considered that the question was one for the six countries directly concerned and should therefore not be dealt with by the Committee. The countries making up the European Coal and Steel Community are France, Belgium, the Netherlands, Luxembourg, West Germany and Italy.

(Common standards of social security, working hours, wage scales and other conditions of work now apply to Rhine boatmen whatever the nationality of the ship on which they are employed. The ILO assisted in the making of this arrangement.)

At its fifth session, the Committee had on its agenda the question of human relations, and supplementary pension schemes and their relations with general pension schemes.

The Committee also held a broad general debate based on events in, and the progress made by, the iron and steel industry since its last meeting two years ago and on the effect given to the conclusions reached by previous sessions.

### Canadian Delegation

The Canadian delegation to the session comprised:—

*Government delegates:* Dr. Paul Casselman, Chief, Special Projects Section, Economics and Research Branch, Department of Labour, Ottawa; and S. H. McLaren, Executive Director, Unemployment Insurance Commission, Ottawa. S. J. Walton, Labour-Management Co-operation Service, Department of Labour, acted as adviser to the Government delegates.

*Employer delegates:* R. M. Davis, Director of Industrial Relations, Atlas Steels Limited, Welland; and R. P. Pattee, Assistant General Manager, Canadian Tube and Steel Products Limited, Montreal.

*Worker delegates:* William Mahoney, Assistant Canadian Director, United Steelworkers of America (CIO-CCL), Toronto; and Eamon Park, Legislative Director in Canada, United Steelworkers of America, Toronto.

### Human Relations

After a long exchange of views in the subcommittee on human relations, the employer delegates proposed a text accepting these basic principles:

> A primary aim of any industrial activity must be the continued improvement of the standards of living of all, particularly by producing more goods of better quality, raising the purchasing power and lowering prices so as to secure men against want, to establish industrial peace and peace itself on a solid basis.
>
> Economic progress must go hand in hand with moral and social progress if the common effort is to receive the full support of workers and their organizations at all stages of production.
>
> Social legislation, voluntary action, collective agreements and international action have combined to create conditions in which good industrial and human relations are possible. While good industrial relations do not by themselves guarantee a high level of human relations, it is clear that only if industrial relations in the plant are good can human relations prosper.
>
> Accordingly in undertakings in the iron and steel industry where workers exercise their right to be represented by a union for the purpose of collective bargaining, it is essential that employers not only willingly recognize that right but realize that by so doing human relations within the plant may be improved.
>
> The following principles must be observed by employers, employees and their respective organizations in order to establish human relations within the plant on a sound foundation:

* ILO Industrial Committees were inaugurated in 1945 to deal with the particular problems of some of the most important international industries.




**Canadian Government Delegates at the 5th Session, ILO and Steel Committee—(left) Dr. Paul Casselman, Chief, Special Projects Section, Economics and Research Branch, Department of Labour, and (right) S. H. McLaren, Executive Director, Unemployment Insurance Commission, who has since retired from that post.**

1. Recognition of the dignity of the individual and of his right to personal freedom and equality of opportunity, particularly the right to select one's own occupation, the right to speak one's mind, the right to practise one's own faith, and the right to use the fruits of one's labour in the way one chooses.

2. Mutual respect, confidence, understanding, goodwill and acceptance of responsibility on the part of both the employer and worker and their representatives in the exercise of their rights and duties in the operation of the plant.

3. Similarly, the same qualities are essential in the relationship within and between organizations of employers and employees.

4. Employer recognition of the important contribution which unions can make in improving human relations, provided the relations between employers and employees and their representative organizations is based on their interest in the enterprise or industry, and is not governed by political considerations.

5. A prosperous and efficient enterprise is essential if security of employment, a high standard of living and social progress are to be achieved. This means that the worker and his organization should recognize the importance of technological improvements, new methods, and efficient equipment; and the employer should recognize his obligation to share with the workers the resulting economic benefits.

The worker delegates then submitted a text differing from that of the employers on certain points. They considered the employers' text did not take sufficient account of the following principles:

In the iron and steel industry the size of the undertakings and the nature of the

production process establish an identity between the interests of the group or collectivity.

Trade unions must, therefore, be fully recognized as representative of the whole of the workers' interests.

It follows that it is impossible to draw a real line of demarcation between industrial relations and human relations in the industry.

Finally, the subcommittee adopted by 39 votes to none, with 9 abstentions, the following text:

Good human relations in the iron and steel industry cannot prosper without good industrial relations and recognition of trade unions freely chosen by the workers as representative of workers' interests.

## Supplementary Pensions

The subcommittee on supplementary pensions, in its report, set forth a series of conclusions bearing on (a) the desirability of, or justification for, supplementary pension schemes; (b) relationship between general and supplementary pension schemes; (c) the nature of supplementary schemes; (d) coverage; (e) supplementary schemes and employment; (f) financial provisions; (g) administration; and (h) review of schemes.

The Committee agreed that the provision of supplementary pensions for employees in the industry was desirable but that regard must be paid to the arrangements of the general schemes in each country, to the prevailing economic and social conditions of each country, to the financial state of the industry, and to that of each undertaking concerned.

The relationship which must exist between supplementary and general schemes should, however, permit the possibility of making special provisions in supplementary schemes to meet special requirements in any particular country; for example, to cover a contingency not allowed for in the general scheme.

The Committee as a whole also agreed that supplementary schemes should not hinder the mobility of labour, should not deprive beneficiaries of the opportunity to work after reaching retirement age, and should not place any obstacles in the way of the employment of older workers who have not yet reached the retirement age.

## Information on Earlier Conclusions

The Committee noted that a certain number of governments had supplied information on the measures taken in their countries to give effect to the conclusions reached by the Committee at earlier sessions. It expressed regret, however, that other governments had not replied to requests for information and that certain replies were inadequate. Agreement was reached on a list of points in regard to which governments will be asked to supply information for the next session.

## Canadian Participation

Canadians served on three of the session's subcommittees. On the subcommittee on human relations, Mr. Davis was an employer member, Mr. Mahoney a worker member and Mr. Walton a substitute government member. On the subcommittee on supplementary pension schemes, Mr. Park was a worker member and vice-chairman of the worker group on the subcommittee, Mr. McLaren was a government member and Mr. Pattee was an employer member. On the subcommittee on the effect given to the conclusions of previous sessions, Dr. Casselman was chairman and Mr. Mahoney was a worker member.

## Agenda of Next Session

The Committee invited the Governing Body to include two of the following subjects in the agenda of the next session:—

1. A study of the methods which have proved effective in connection with safety promotion and accident prevention.

2. A study of the influence of the structure and organization of the iron and steel industry on employment, wages and hours of work in this industry.

3. A study of the methods which have proved effective in job evaluation.

The Committee also invited the Governing Body to suggest that the governments concerned make use of the assistance of the ILO whenever difficulties may arise in giving effect to measures suggested by the Committee in underdeveloped countries.

The following countries were represented: Australia, Belgium, Brazil, Canada, Chile, China, Czechoslovakia, Colombia, France, Federal Republic of Germany, India, Italy, Japan, Luxembourg, Mexico, Netherlands, Poland, South Africa, Sweden, United Kingdom, and the United States.

# 5th Session, Metal Trades Committee

**Labour-management co-operation at plant level should be based on the participation of freely-elected representatives of all workers, Committee agrees. Ways to regularize production, employment considered**

Practical methods of achieving labour-management co-operation in the world's metal-working plants were discussed and agreed upon at the fifth session of the Metal Trades Committee of the International Labour Organization in Geneva October 25 to November 6. Representatives of 20 countries attended the meeting.

A memorandum, adopted by 91 votes to 11, established the principle that co-operation at the plant level should be based on the participation of freely-elected representatives of all workers.

The Committee also considered ways to regularize production and employment at a high level in the world's metal trades. A report on this question, however, was less unanimous, receiving only 71 votes in favour, with 33 against and 3 abstentions.

Other matters dealt with by the Committee were events and developments in the metal trades since its fourth session, and a preliminary study, prepared by the ILO, of the ship-building and ship-repairing industry.

## Canadian Delegation

The Canadian delegation to the session comprised:—

*Government delegates:* Dr. Paul Casselman, Chief, Special Projects Section, Economics and Research Branch, Department of Labour, Ottawa; and S. J. Walton, Labour-Management Co-operation Service, Department of Labour, Toronto.

*Employer delegates:* T. G. Beaumont, President and Managing Director, Fahralloy Canada Limited, Orillia, Ont.; and A. B. Lawrason, Vice-President and Managing Director, Bickle-Seagrave Limited, Woodstock, Ont.

*Worker delegates:* Adrian Plourde, President, National Metal Trades' Federation (CCCL), Arvida, Que.; and G. P. Schollie, Canadian Vice-President, International Association of Machinists (AFL-TLC), Montreal.

## Labour-Management Co-operation

The memorandum on labour-management co-operation in the metal-working industry declared that "good human relations are inseparable from good industrial relations". It urged the development of effective consultation following the establishment of principles and methods of co-operation agreed to by both management and labour.

The memorandum found the following subjects suitable for such consultation: information on the employment situation, accident prevention, plant welfare and social facilities, hygiene, vocational training, and employee services.

The following general principles were made:

> Loyalty, mutual respect and a sense of "teamwork" are essential to assure more efficient operations, greater productivity and a higher standard of living for all.
>
> Co-operation must not interfere with the normal functions of the organizations of employers or of the unions as representative of workers' interests.
>
> Top management should be actively associated with the form of consultation and co-operation adopted, in view of its continuing responsibility in the undertaking for decisions, taking into account legislative provisions and agreements.
>
> There should be genuine two-way communication at all levels of the undertaking.

The report pointed out that co-operation can and does develop under widely varying political, social and economic conditions. Its aim is two-fold:

> To promote the development of a social climate in which all the participants in an undertaking have the feeling of belonging to the same community, understand the economic and technical organization of the undertaking, can make a contribution to the solution of its problems, and participate in the advantages which can accrue from a common effort.
>
> To make possible for each employee, as a result of the participation of all, to gain satisfaction from his daily work, the work being carried out in the best possible psychological, safety and health conditions.

The report contained an analysis of eight cases of effective co-operation between management and personnel. These cases were taken from metal-working undertakings in Canada, France, Sweden, Switzerland, the United Kingdom and the United States.

## Production and Employment

In the discussion on ways to regularize production and employment in the metal trades, the majority view was that sharp economic crises leading to widespread unemployment are avoidable. The report dealing with this subject declared:

The Committee believes that sustained full employment can be built only on a solid foundation of adequate consumer purchasing power, of steadily rising living standards, of greater economic security especially for the lower income groups, and of rapid economic development of underdeveloped countries.

The report urged that when there was danger of widespread unemployment in the metal trades, prompt attention should be given to such measures as price reductions resulting from increased productivity, and decreased sales taxes, as well as measures to increase the volume of stability of consumer credit.

It also proposed timing of purchases and investments by governments and local authorities to counteract, as far as possible, fluctuations in private demand.

"The Committee believes it to be important," said the report, "that everything possible should be done to remove obstacles to free international trade, so that full benefit may be derived from technological progress, which is essential for the achievement of peace and prosperity in all countries."

The report also discussed concerted international action to accelerate development in underdeveloped countries, better organization of the employment market, vocational guidance programs, and improved vocational training methods.

The employer group explained that they voted against the report because they regarded paragraphs dealing with such matters as price reductions and capital investment programs as being "outside the competence of the Committee". They said this did not effect their "vivid interest in any measures to reduce unemployment and to maintain production at a high and stable level to the benefit of all".

A resolution pointing to a reduction in hours of work where desirable and practicable was adopted by 48 votes to 46, with 17 abstentions. It asked the ILO's Governing Body to consider instructing the Director-General to prepare a report on hours of work in various countries and the repercussions that would result from a reduction in hours of work, and then to consider what further action could be taken towards this end.

## Recent Events and Developments

A report on events and developments in the metal trades since the fourth session of the Committee in 1952 supplemented the one on production and employment. It pointed out, among other things, that in many countries the level of employment, compared with the high levels of 1952, displayed a tendency to fall during the second half of 1953 and the first months of 1954.

The report described a manual being prepared by the ILO on maintenance and repair of motor vehicles. The manual is intended for countries where vocational training and even schooling is not general. It will contain 300 pages and 450 drawings.

## Ship-Building and Ship-Repair

In accordance with a request made at the fourth session, the ILO provided the Committee with a preliminary study of the ship-building and ship-repairing industry. Particular reference was made to employment problems, and to wages and social conditions of ship-building workers.

The study examined the three major categories of employment problems—those resulting from fluctuations of production, from scarcities of raw materials, and from technical progress.

## Canadian Participation

Members of the Canadian delegation played prominent parts at the session. Mr. Lawrason was elected chairman of the employers' group for the whole session; in addition he served as a member of the session's steering committee.

On the subcommittee on practical methods of labour-management co-operation, Mr. Walton was a government member, Mr. Beament a deputy employer member and Mr. Lawrason a substitute employer member. On the subcommittee on the regulation of production and employment at a high level, Dr. Casselman was a government member, Mr. Lawrason an employer member, Mr. Beament a substitute employer member and Mr. Plourde a worker member. On the subcommittee on the effect given to conclusions of previous sessions, Mr. Schollie was a worker member.

## Delegations Present

Delegations from the following countries attended the fifth session of the Committee:—

Australia, Belgium, Canada, Czechoslovakia, Denmark, Finland, France, Federal Republic of Germany, India, Italy, Japan, Mexico, Netherlands, Norway, Poland, South Africa, Sweden, Switzerland, the United Kingdom, and the United States.




The labour-management production committee at Barber-Ellis of Canada, Limited, Brantford, Ont. has recently opened a major safety campaign to encourage employees in all departments to avoid accidents and fires.

The campaign was started to run in conjunction with Fire Prevention Week and Industrial Safety Month.

Speaking of the affair, the *Brantford Expositor* said: "The campaign is an outgrowth of labour-management production committees, one of the 1,030 groups in Canada set up to deal with non-bargaining matters affecting both workers and management.

"The plant has established its own fire brigade to handle emergencies on the spot. A recent test evacuation of the plant's 230 employees cleared the building in two minutes.

"Bad floors have been replaced, exits clearly marked, fire doors checked, open gears covered with guards and other danger points eliminated.

"A prize schedule has been instituted in connection with the safety campaign, and each month the division in the plant with the best record will be rewarded by management. The division with the worst record receives a 'dog-house' for the month. The safety inspection committee includes two representatives from labour and two from management.

"Marked enthusiasm for the campaign has been shown by the employees, who have adopted as a slogan, 'Be Safety Wise And Enjoy Life'."

The employees of Barber-Ellis are members of Local 397, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (CIO-CCL).

* * *

Preparing for the fall and winter activities of the labour-management production committee, Weston Bakeries, Limited at Kitchener, Ont., recently held a dinner meeting of committee members, supervisors and representatives of the union, Local 461, Retail, Wholesale and Department Store Union (CIO-CCL).

The main purpose of the special meeting was to assure the support of all interested parties in the fall program of the LMPC.

In a brief address, V. G. Ursaki, General Manager of the plant, suggested that the committee concentrate especially on good housekeeping, safety and fire prevention.

John Wahlschmidt, President of Local 461, offered the full support of his union to the three-pronged program of the LMPC.

## "Give Employees Sense of Participation"

President Clem D. Johnston of the Chamber of Commerce of the United States, National Chamber, says through the *"Report"*, official publication of the group, that American business "wants its employees to feel that instead of working for it they are really working with it.

"We want employees to understand that their future, like our own, is bound up with the success of our competitive, profit-and-loss system."

He aired his views in three speeches delivered at one-day "Explaining Your Business" conferences.

He said that an "EYB" conference is a warm and human approach to simple economic truths. We are dealing here with things of the spirit—with the intangibles that nourish the human soul.

"Our 'EYB' conferences are designed to give employees a sense of participation in the economics of their country. We are simply responding to the natural yearning of all men to feel that they belong.

"This pays dividends two ways. The employees who understand management's problems are better employees in terms of their own self-interest. They discover that teamwork is a safeguard for their present jobs and an escalator to better jobs.

"Their sense of security is enhanced as they know how the company is doing. There is satisfaction on the job and with the job that goes beyond the satisfaction contained in the pay envelope."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during October. The Board held five hearings, issued three certificates designating bargaining agents, rejected one application for certification, ordered two representation votes, and allowed the withdrawal of two applications for certification and one application for the prescription of a provision for the final settlement of differences concerning the meaning or violation of a collective agreement. During the month, the Board received three applications for certification.

### Applications for Certification Granted

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of express, cartage and messenger service employees employed by the Canadian Pacific Express Company, Toronto (L.G., July, p. 992).

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Chicoutimi Enr. (Radio Station CJMT), Chicoutimi, Que. (L.G., Nov., p. 1572).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoring and freight handling employees employed by Canada Steamship Lines Limited at various ports from Quebec, Que., to Fort William, Ont. (L.G., Sept., p. 1280).

### Application for Certification Rejected

Brotherhood of Locomotive Engineers, applicant, and Canadian National Railways (Montmorency Subdivision), respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (locomotive engineers, firemen and trolleymen). The application was rejected because it was not supported by a majority of the employees affected in the representation vote ordered by the Board (L.G., Nov., p. 1572).

### Representation Votes Ordered

1. Brotherhood of Locomotive Engineers, applicant, and Quebec North Shore and Labrador Railway Company, Seven Islands, Que., respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (locomotive engineers) (L.G., Oct., p. 1440). The names of the applicant and the intervener will appear on the ballot.

2. Sept-Iles Railway Mechanical Department Employees' Association, applicant and intervener, and United Steelworkers of America, applicant and intervener, and the Quebec North Shore and Labrador Railway Company, Seven Islands, Que., respondent (cross applications affecting a unit of locomotive and car shop employees) (L.G., Nov., p. 1572). The names of both organizations will appear on the ballot.

### Applications for Certification Withdrawn

1. Brotherhood of Maintenance of Way Employees, Canadian National Eastern Lines System Federation, applicant, and Quebec North Shore and Labrador Railway Company, Seven Islands, Que., respondent (L.G., Nov., p. 1572).

2. National Association of Marine Engineers of Canada, Inc., applicant, and Canadian National Railways (Newfoundland Steamship Service), Montreal, respondent (L.G., Nov., p. 1572).

### Application for Provision for Final Settlement of Differences Concerning Meaning or Violation of Collective Agreement

Federation of Telephone Workers of British Columbia, applicant, and British Columbia Telephone Company, respondent. (Arbitration procedure arranged, application withdrawn.)

### Applications for Certification Received

1. Canadian Merchant Service Guild Inc., on behalf of a unit of deck officers employed by Stone Bros. Limited, Port Alberni, B.C. (Investigating Officer: G. R. Currie).

2. General Truck Drivers and Helpers Union, Local 31, on behalf of a unit of employees of Gill Interprovincial Lines Limited, Vancouver (Investigating Officer: D. S. Tysoe).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Niagara District Broadcasting Company Limited (Radio Station CKTB), St. Catharines, Ont. (Investigating Officer: R. L. O'Neill).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During October, the Minister appointed conciliation officers to deal with the following disputes:—

1. Sherbrooke Telegram Printing and Publishing Company Limited (Radio Station CKTS) and Sherbrooke Printing Syndicate, Inc. (Conciliation Officer: R. Trépanier).

2. Ontario Northland Railway and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: F. J. Ainsborough).

3. Prince Edward Hotel (Canadian National Railways), Brandon, Man., and Canadian Brotherhood of Railway Employers and Other Transport Workers (Conciliation Officer: R. H. Hooper).

4. Bessborough Hotel (Canadian National Railways), Saskatoon, Sask., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper).

5. Fort Garry Hotel (Canadian National Railways), Winnipeg, Man., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. La Tribune Ltée (Radio Station CHLT), Sherbrooke, Que., and the Sherbrooke Printing Syndicate, Inc. (Conciliation Officer: R. Trépanier).

7. Transit Tankers and Terminals Limited, Montreal, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: R. Trépanier).

8. Radio Station CHEX, Peterborough, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough).

### Dispute Settled by Conciliation Officer

Halifax Power and Pulp Company Limited, Sheet Harbour, N.S., and International Longshoremen's Association (L.G., Nov., p. 1573).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with matters in dispute between the Chateau Laurier Hotel (Canadian National Railways), Ottawa, and the Canadian Brotherhood of Railway Employees and Other Transport Workers was fully constituted in October with the appointment of H. C. Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister in the absence of a recommendation from the other two members, Alastair Macdonald, QC, and M. Levinson, both of Ottawa, nominees of the company and the union respectively.

2. The Board of Conciliation and Investigation established in September to deal with matters in dispute between CKCV Limited, Quebec, Que., and the National Association of Broadcast Employees and Technicians was fully constituted in October with the appointment of the Hon. Mr. Justice Gérard Lacroix, Quebec, Que., as Chairman. Mr. Justice Lacroix was appointed by the Minister on the joint recommendation of the other two members of the Board, Arthur Matteau and Philippe Vaillancourt, both of Montreal, nominees of the company and the union respectively.

3. The Board of Conciliation and Investigation established in September to deal with matters in dispute between CHRC Limited, Quebec, Que., and the National Association of Broadcast Employees and Technicians was fully established in October with the appointment of the Hon. Mr. Justice Gérard Lacroix, Quebec, Que., as Chairman. Mr. Justice Lacroix was appointed by the Minister in the absence of a joint recommendation from the other two members, Eugène Lacasse and Philippe Vaillancourt, both of Montreal, nominees of the company and the union respectively.

### Conciliation Board Reports Received

1. Canadian Pacific Railway Company (B.C. Coast Steamship Service), Canadian National Steamships, and Union Steamships Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Nov., p. 1574). (The text of the report is reproduced below.)

2. Anticosti Shipping Company, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1441). (The text of the report is reproduced below.)

### Settlement Following Board Procedure

Polymer Corporation Limited, Sarnia, Ont., and Local 14, United Gas, Coke and Chemical Workers of America (L.G., Nov., p. 1574).

## Report of Board in Dispute between

### Canadian Pacific Railway Company (B.C. Coast Steamship Service), Canadian National Steamships and Union Steamships Limited

*and*

### Seafarers' International Union of North America

Dear Mr. Minister:

On the 6th day of August 1954 you were pleased to appoint a Conciliation Board to investigate the above dispute. The Board was constituted as follows:—

Philip Fleming, Esq., Victoria, B.C., Chairman.

Hugh Smith, Esq., Vancouver, B.C., Union Nominee-Member.

R. Mahoney, Esq., Vancouver, B.C., Company-Nominee-Member.

Hearings were held in Vancouver on October 12 and 14.

During October, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and the Canadian Pacific Railway Company (B.C. Coast Steamship Service), Canadian National Steamships, and Union Steamships Limited.

The Board was under the Chairmanship of Philip Fleming, Victoria, B.C., who was appointed by the Minister in the absence of a joint recommendation from the other two members, R. A. Mahoney, Vancouver, and Hugh Smith, North Burnaby, B.C., nominees of the companies and the union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Mahoney. The minority report was submitted by Mr. Smith.

The texts of the majority and minority reports are reproduced herewith.

The steamship companies were represented by:

*Canadian Pacific Railway*
T. Gossage
H. Tyson
O. J. Williams
E. J. Mosse

*Canadian National Railway*
P. E. Ayrhart
G. A. McMillan
J. J. Behan

*Union Steamships Ltd.*
R. C. McLean
J. W. Muirhead

The employees were represented by the following union members:
N. Cunningham
J. Newton

The following is a majority recommendation of the Board:

1. *Wage Increase*
   No wage increase recommended.
2. *Standby Rate for Union Steamships*
   Standby subsistence rate for Union Steamships, when meals are required and not made available by the company shall be at the rate of $2 per working day.
3. *Overtime Rate*
   Rate of pay for overtime to be increased from $1.17 per hour to $1.32 per hour (overtime shall be time worked in excess of 8 hours in a spread of 16 hours). There shall be no increase in the rate of $1.17 per hour which is presently paid for cargo handling and any other work done by certain categories of men while on watch.

   Present overtime provisions for cooks and stewards shall not be affected by the above recommendation.

This is a majority report.

Respectfully submitted.

*(Sgd.)* Philip Fleming,
*Chairman.*

*(Sgd.)* R. A. Mahoney,
*Member.*

## MINORITY REPORT

North Burnaby, B.C.,
October 21, 1954.

The dispute involved three companies and the Union as named above and the number of employees affected is approximately 750.

The employees requests were as follows:—

1. An overall wage increase of 12½ per cent.
2. An increase in the overtime rate of 33 cents per hour bringing the rate to $1.50 per hour.
3. This request applied to Union Steamships only and was for an increase in the Standby Rates of $60 per month.

Throughout the discussion held between the Board and the representatives of the employees and employers I noted that the main argument used by the companies in their refusal to grant the employees requests was the fact that they could not afford the extra costs due to a general falling off in both freight and passenger traffic.

In my opinion the ability or lack of ability on the part of the employer to grant the employees requests is not a matter before this Board and does not affect the situation here. The problem before us, as I see it, is whether or not the requests of the employees are reasonable and justified and it is on that basis that I make the following recommendations:

*Wages*

A wage increase of 10 per cent which would amount to a monthly increase of $18 to $20 for the majority of employees. The amount varies somewhat when the steward's department at Union Steamships is considered.

*Overtime*

I would recommend the overtime rate be increased to $1.50 per hour bringing it to just over the *pro rata* rate.

*Standby Work* (Union Steamships only)

In view of the fact that employees of the other two companies involved receive

subsistence while doing similar work as this standby I would recommend that Union Steamships bring the rate up to the same standard. In other words, if a person does not receive his meals on board he be allowed $2 per day extra, and if room is not supplied aboard the company should furnish a room ashore or $1 per day in lieu thereof.

I took particular note of the amicable way discussions were held in this dispute although there was some suggestion that relations between the Union and one of the companies involved were very poor.

This is a minority report.

Respectfully submitted.

*(Sgd.)* Hugh Smith,
*Member.*

# Report of Board in Dispute between

## Anticosti Shipping Company, Montreal

## *and*

## Seafarers' International Union of North America

During October, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and the Anticosti Shipping Company, Montreal.

The Board was under the Chairmanship of Hon. Mr. Justice André Montpetit, Quebec, Que., who was appointed by the Minister in the absence of a joint recommendation from the other two members, Raymond Caron and John McGough, both of Montreal, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Caron. The minority report was submitted by Mr. McGough.

The texts of the majority and minority reports are reproduced herewith.

The Board of Conciliation and Investigation which was established to deal with the above dispute wishes to submit its report and recommendations.

This Board was composed of Mr. Justice André Montpetit of the Superior Court, as chairman, of Mr. Raymond Caron, advocate, representing the Company, and of Mr. John McGough, representing the Union. It held a public sitting on September 20, 1954, to take communication of and discuss both parties' brief, and two private sittings, on September 28 and 30, to deliberate.

### I

Before referring to the various subject-matters in dispute, we feel that certain general observations are in order:—

1. We are dealing here with provisions to be incorporated in a first collective agreement between the parties.

2. The employees involved—approximately forty—are crew members of a ship known as the M/V *Fleurus* and of four pulpwood carriers which were war vessels —LSM's (Landing Ships Medium) converted for this specific purpose.

3. The M/V *Fleurus* carries passengers and freight mainly for the Company's operations at Anticosti Island. It runs between Montreal, Quebec and Port Meunier. *Its basic use,* and this statement on the Company's part has remained unchallenged, is to service the residents and the Company's needs at the Island.

4. The LSM's are very unusual ships (see exhibit 2). They are used solely for the transportation of wood from Rivière Portneuf and Les Escoumains to the Company's mill at Port Alfred, that is, from about thirty miles below the Saguenay, up the St. Lawrence and Saguenay Rivers, to Port Alfred.

These ships which carry about 325 cords each per trip and which exclusively make a shuttle service between these points operate only from the middle of May to the beginning of September.

On board these ships, there are seven unlicensed personnel, to wit, one cook, three sailors (referred to by the Union as wheelsmen) and three oilers.

### II

From the beginning of the negotiations between the Company and the Union to this day, the latter has contended that the Company should accept, as binding, all the provisions of its present established contracts with other companies for canal vessels on River and Lakes Service.

The Company's attitude has been, and still is, that some of the said provisions should be either set aside or replaced by others deemed more appropriate to the

type of operations it carries and to the local aspect of the problems involved.

Notwithstanding this, the Company and Union have agreed on the following clauses (the number of the section referred to is taken from the Union's proposed agreement; the number between parentheses is from the Company's proposed agreement):—

(a) Section 1 (1): General purpose of this agreement.
(b) Section 7 (5): Ship's delegate.
(c) Section 8 (6): Union officers boarding vessel.
(d) Section 9 (7): Seniority and Promotions.
(e) Section 11 (9): Emergency duties.
(f) Section 12 (10): Drills.
(g) Section 14 (12): Cleanliness of quarters.
(h) Section 15 (13): Other conveniences.
(i) Section 16 (14): Meal hours.
(j) Section 17 (15): Coffee time and lunches.
(k) Section 18 (16): Travelling.
(l) Section 20 (18): Return to port of signing.
(m) Section 21 (19): Reporting on Board.
(n) Section 22 (20): Safety.

III

Amongst the other remaining sections which were discussed before us, there are:—

(a) Section 3: Maintenance of membership.
Section 4: Employment.
(b) Section 10: Off days and holidays with pay.
(c) Section 13: Holidays.
(d) Section 24: Schedule of wages.
(e) Section 26: Hours of work.
(f) Section 27: Overtime.
(g) Section 35: Welfare plan.

(a) *Section 3: Maintenance of Membership Section 4: Employment*

These two sections, in the Union's proposed agreement annexed to its brief, provide for the ordinary maintenance of membership clause (within 30 days) for the hiring of all of the Company's unlicensed personnel through the office of the Union or the Seamen's section of the National Employment Service.

Without going into all the aspects of the Union's request under this heading, it is the opinion of the majority of this Board (Mr. McGough dissenting) that it should not recommend the adoption thereof by the Company. In the past, the hiring of the Company's unlicensed personnel—especially on the LSM's—has always been made at Port Alfred where the Union has no offices. This unlicensed personnel is mainly composed of residents of the lower St. Lawrence Villages.

This policy, on the Company's part, has led to stabilization in the employment of its unlicensed personnel. The turn-over per season has become very light; and there certainly would be serious risks of upsetting this situation if the Union had the right, under such circumstances, to control from Montreal, Quebec or elsewhere the hiring of the unlicensed personnel.

Notwithstanding the above, we recommend that the Company agree to a voluntary check-off irrevocable for the term of this first collective agreement.

(b) *Section 10: Off Days and Holidays With Pay*

The Union asks here that all members of unlicensed crews be paid at the end of a full season an amount equivalent to fourteen days basic pay, in lieu of holidays. For those having a shorter period of service (but at least of six months continuous service ending at the completion of lay-up), the Union requests seven days basic pay.

The Company's policy to date, in this matter, is to pay a minimum of one day's pay for each month of service to all employees having less than one season of service, or a full season, and two weeks vacation with pay at the end of the season for those having at least two seasons' service.

It seems to us (Mr. McGough dissenting) that the Company's attitude is just and reasonable and should not be interfered with. We therefore recommend accordingly.

(c) *Section 13: Holidays*

Most of the paid holidays suggested by the Union do not come within the Company's period of operation. We cannot see that it would serve any useful purpose to discuss them. This being so, we recommend that the Company undertake to recognize St. Jean Baptiste Day (or the day set for its celebration if it falls on a Sunday) and Labour Day as being holidays with the understanding that any employee called upon to work on these days be entitled to an overtime rate equivalent to a half day's extra pay.

(d) *Section 24: Schedule of Wages*

The Union suggests the following schedule of wages:—

| | Per Month |
|---|---|
| 1. Cooks | $270.00 |
| 2. Oilers | 230.00 |
| 3. Wheelsmen | 230.00 |

The Company now pays the employees on the LSM's:

| | Per Month |
|---|---|
| 1. Cooks | $215.00 |
| 2. Oilers | 200.00 |
| 3. Sailors or Wheelsmen | 195.00 |

Neither party submitted any evidence whatsoever on the wages being paid on the M/V *Fleurus*.

The wages as suggested by the Union are the standard wages now being paid under numerous agreements on the River and Lakes Service.

There are two main difficulties to be considered here.

1. The Union considers the sailors employed on the LSM's as wheelsmen. The Company contends that they only are sailors and that they receive $5 more per month than what ordinary sailors get under the agreements on the River and Lakes Service. This is true as a fact. But the Company admits that the three sailors which are on each of their LSM's do take the wheel in turn while at sea. This is something which an ordinary sailor does not do, even if it is true that wheelsmen, on the River and Lakes Service, have more responsibility than the sailors on the LSM's.

2. Although the M/V *Fleurus* does carry passengers, who are not all residents of Anticosti Island, it cannot be said (whatever be the wages they now receive) that this service is identical to the one given by other companies on the River and Lakes Service.

This being so, it seems to us (Mr. McGough dissenting) that the following recommendation is in order as to the wages to be paid on the LSM's:

| | |
|---|---|
| 1. Cooks | $225.00 |
| 2. Oilers | 210.00 |
| 3. Sailors or Wheelsmen | 205.00 |

The Company's representative joins with the Chairman in this recommendation for the purpose of arriving at a majority report; but comments that except for proof of standard wages paid on Canal and Lakes Ships, no comparisons have been made which would indicate that the Company's present wages are not fair and reasonable in the circumstances.

(e) *Section 26: Hours of Work*

The Union asks a forty-hour week. At the present time, the unlicensed personnel of the Company works fifty-six hours per week. On the other hand, the Company, in its brief, states that it is quite willing to consider moving towards a reduced work week; and in its proposed agreement, it suggests a forty-eight hour week (six 8-hour days) with a half day's extra pay to men working on the seventh day during the week.

We recommend (Mr. McGough dissenting) that this offer on the Company's part be accepted by the Union for the time being at least.

(f) *Section 27: Overtime*

The Union suggests (always in accordance with its agreements on the River and Lakes Service) an overtime rate of $1 per hour for the cooks, 90 cents for wheelsmen and oilers and 80 cents for all others.

The Company offers 85 cents overtime in all categories.

Here again, we believe (Mr. McGough dissenting) that the Company's suggestion is sound and reasonable and we recommend accordingly.

(g) *Section 35: Welfare Plan*

The Union has not deemed it advisable to furnish us with any particulars concerning such a plan and we were at a loss to take any kind of logical attitude.

This being so, we merely recommend (Mr. McGough dissenting) that at the Union's request the Company agree, during the coming year, to discuss the question of a welfare plan and to endeavour to reach a formula which might be acceptable to all concerned.

IV

There are other sections in the proposed agreements of both parties which neither of them discussed before this Board. Although none of them are of major importance, we fail to see how we could make any recommendations pertaining thereto.

The whole respectfully submitted.

*(Sgd.)* André Montpetit,
*Chairman.*

*(Sgd.)* Raymond Caron,
*Member.*

Montreal, this 15th day of October, 1954.

## MINORITY REPORT

The Board of Conciliation and Investigation, composed of Mr. Justice André Montpetit of the Superior Court, as Chairman, of Mr. Raymond Caron, advocate, representing the Company, and of Mr. John McGough, representing the Union, was unable to reach a meeting of the minds in the above dispute. Private sittings and hearings were held on numerous occasions, and, after due deliberation, I find that I must tender a minority report as follows.

The Chairman's and Company representative's opinion that the work of the unlicensed employees on the vessels concerned is unusual or different from the work performed on other vessels sailing these waters is, in my opinion, unfounded. In my duties as a representative of the licenced engineers, I have on many occasions observed the actual operation of the many vessels on the inland waters of Canada, and find that a seaman's work, whether it be on a large vessel in a specific run or on a small vessel in what we would call "tramping", is very similar. In fact, the Company's contention that these vessels are smaller would have a tendency to strengthen the Union's argument that the quarters on these smaller vessels are more cramped and less livable and bring more hardships upon the unlicensed personnel than they are faced with on larger vessels. My contention is that these unlicensed employees on these vessels should get the same consideration, if not more, as the unlicensed employees sailing on the larger vessels with more commodious quarters.

The Board Chairman and the Company's representative have failed to accept the fact that the three sailors mentioned in the Company's brief are actually wheelsmen, or quartermasters. It is understandable that the Company's representative and the Chairman would not care to be specific in their findings on this point, but I, in my experience, and having worked on a great many vessels, know that there is a difference between the calibre of personnel who are required to stand wheel watches, steering the ship so to speak—which, incidentally, requires considerable experience, intelligence, and alertness—and a man who just works on the deck of a ship chipping rust, handling ropes, and so forth. Therefore, I find that the sailors referred to by the Company as sailors are actually wheelsmen or quartermasters, and should come under the higher pay rate.

The Company and the Union agree on the following clauses:—

(a) Section 1 (1): General purpose of this agreement.

(b) Section 7 (5): Ship's delegate.

(c) Section 8 (6): Union officers boarding vessel.

(d) Section 9 (7): Seniority and promotions.

(e) Section 11 (9): Emergency duties.

(f) Section 12 (10): Drills.

(g) Section 14 (12): Cleanliness of quarters.

(h) Section 15 (13): Other conveniences.

(i) Section 16 (14): Meal hours.

(j) Section 17 (15): Coffee time and lunches.

(k) Section 18 (16): Travelling.

(l) Section 20 (18): Return to port of signing.

(m) Section 21 (19): Reporting on board.

(n) Section 22 (20): Safety.

The following clauses were thoroughly discussed, but could not be agreed upon. My report deals mainly with the following clauses.

(a) Section 3: Maintenance of membership.
Section 4: Employment.

(b) Section 10: Off days and holidays with pay.

(c) Section 13: Holidays.

(d) Section 24: Schedule of wages.

(e) Section 26: Hours of work.

(f) Section 27: Overtime.

(g) Section 35: Welfare plan.

I have gone into the above clauses thoroughly, and find that where the Company agreed to a clause, the clause that the Company agreed to had nothing to do with improvements in working conditions or rates of wages. I find that these clauses on which the Company stood flatfooted in their refusal were the so-called "meat" of the proposals. The Company refused to give on any one of these points, in spite of the fact that the Union's demands are being enjoyed by 99 per cent of the unlicensed employees sailing on Canadian-flag vessels. I will take up these clauses seriatim, and will place my recommendation and opinion directly below each clause.

*Section 3 and Section 4:* Maintenance of membership and Employment.

Maintenance of membership was refused by the Company in spite of the fact that it is in every one of the forty some collective bargaining agreements that the union holds with various Canadian-flag companies. The Union, in the Conciliation hearings, proposed that the Company incorporate what is known as the Rand formula in this agreement, and, in so doing, yielded to a degree. I have investigated the Rand formula and looked up the history of the Rand formula, and find that the Rand formula was the result of a unanimous award handed down by a Conciliation Board appointed by the Federal Government back in 1948, and that it has been generally accepted as the Hiring and Maintenance of Membership clause in all Maritime agreements consummated since that time. This clause has been tried and tested over a period of several years, and has been found to operate effectively and with a minimum of disputes and disturb-

ances. In no case have I found a dispute between companies and union as a result of this clause.

*Section 10 and Section 13:* Off days and holidays with pay.

The Company cannot expect its unlicensed employees to enjoy less holidays than those enjoyed by 90 per cent of the Maritime industry.

*Section 24:* Schedule of wages.

In my opinion, the Company is not being asked to pioneer a wage increase. They are merely being asked to increase their wages for the purpose of bringing them up to the level universal in the industry. The Company's contention that this would upset the wage equilibrium in a small Quebec community is ridiculous. The Company's contention in this respect is the same as though they were asking that the entire wage structure across Canada be set in accordance with the prevailing conditions in this small community.

*Section 26:* Hours of work.

Section 26, wherein the Union asked the 40-hour week, was one of the most difficult problems that we had to consider in our deliberations. I find the Company to be unusually and unreasonably bitter in regard to the Union's request in this matter. The Company's contention that they should not be compelled to reduce their work week from 56 hours to 40 hours at one time, and the reasons that they give for this attitude, is beyond my ability to comprehend. The Company, in trying to use the fact that they have been getting away with working their personnel far beyond the number of hours standard in this industry, is, what I would call, compounding an injustice. It seems to me that the Company should take the attitude that they, the Company, have been fortunate in getting away with this as long as they have. I thought that it spoke well for the Union when they did not ask a retroactive work week in this respect. I think that the attitude of the two parties indicates clearly that the Company does not wish to seriously consider this problem in good faith. The Union could not possibly sign an agreement for less than a 40-hour work week without breaking faith with the other 95 per cent of the shipping industry. I do not follow the Chairman's and the Company's recommendation in this respect.

*Section 27:* Overtime.

I see no reason why the Company should not pay the same overtime rates as are in effect with those companies with whom they are competing.

*Section 35:* Welfare plan.

In my opinion, the matter of the Welfare plan was not given a reasonable hearing in this matter. The Company maintained that they did not understand the plan and steadfastly refused to accept any kind of an explanation or to consider the particulars furnished. The Welfare plan is in effect in a great majority of the industry, and the Company could certainly and has not offered any reasonable objection to this plan, except that it will increase their operating costs.

In the hearings into this matter, I noticed a reticence on the part of the Company to enter into collective bargaining in a true sense of the meaning of the words according to the Labour Laws of Canada. I find that I am indeed perturbed that the Board was unable to come to the point of a unanimous award. However, my conscience and my knowledge of the facts involved leave me no other course than to respectfully submit this minority report.

The whole respectfully submitted.

*(Sgd.)* John McGough,
*Member.*

## U.S. Non-Operating Rail Unions Drop Escalator Clauses

United States railways and unions representing about one million of their non-operating employees have dropped "escalator" clauses from their wage agreements. The operating unions dispensed with such clauses some time ago.

Increases totalling 13 cents an hour which the rail workers had gained automatically while escalator clauses were in effect have been incorporated into basic wage rates, which now average about $1.85 an hour.

Because of recent declines in the United States consumer price index, wages probably would have been cut 1 cent an hour on January 1 if the escalator clauses had remained in effect.

The non-operating unions represent track, shop, station and clerical workers.

Announcement of the dropping of the escalator clauses was made at the beginning of this month during negotiations over new collective agreements.

# Collective Bargaining in Wholesale Trade

**Approximately 10 per cent of wage earners in wholesale trade covered by collective agreement, a proportion somewhat larger than in retail trade but much smaller than in non-agricultural industries generally**

Approximately 10 per cent of the wage earners in wholesale trade are covered by collective agreement, according to a study by the Economics and Research Branch. The Branch has on file 276 agreements covering 17,830 workers in the industry.

This percentage is small in comparison with that for non-agricultural industries generally, in which almost 40 per cent of the wage earners are under agreement. It is, however, somewhat larger than union coverage in retail trade, which has been estimated to be about 7 per cent (L.G., Oct., p. 1457).

Regionally, the largest proportion of wholesale trade workers under agreement is in British Columbia (Table 1). Quebec, Ontario and the Prairies follow in that order. Almost as many employees of wholesale establishments in the Prairies are covered by agreements as in Ontario. In contrast, by far the largest percentage of workers under agreement in retail trade is in Quebec and Ontario.

## The Industry

For purposes of this analysis, wholesale trade was subdivided into food, hardware, machinery and equipment, petroleum products marketing, and other wholesale trade (Table 2).

The largest numbers of agreements and workers covered, in wholesale as in retail trade, are concerned with the distribution of food products, mainly vegetables, fruit and meat. For wholesale trade, however, bargaining is not so concentrated in food distribution as it is in retail trade. Approximately 35 per cent of the workers covered by collective agreements in wholesale trade are engaged in the marketing of food products. The corresponding figure for retail trade is 58 per cent.

Included among the agreements applying to hardware are a few covering firms selling a limited line of items such as household utensils, paints, or glassware.

The category "machinery and equipment" is made up mainly of firms dealing in trucks, automobiles and parts, farm implements, electrical and other household appliances.

Agreements covering petroleum marketing apply mainly to employees of the marketing divisions of refining companies.

A miscellaneous group of firms handling such items as lumber and building supplies, drugs, soaps and chemicals, office supplies, paper products, and general merchandise are shown as "other wholesale trade". Only a small number of agreements exist for each type of concern within the group.

**TABLE 1.—COLLECTIVE AGREEMENTS IN WHOLESALE TRADE BY REGION**

| Region | Agreements | | Workers Covered | |
|---|---|---|---|---|
| | Number | Per Cent | Number | Per Cent |
| Maritimes | 28 | 10·2 | 1,529 | 8·6 |
| Quebec | 28 | 10·2 | 4,239 | 23·8 |
| Ontario | 76 | 27·7 | 3,612 | 20·3 |
| Prairies | 75 | 27·4 | 3,202 | 17·9 |
| British Columbia | 67 | 24·5 | 5,248 | 29·4 |
| Canada | 274* | 100·0 | 17,830 | 100·0 |

* Excludes two agreements covering workers in more than one region. The workers covered by these two have bee distributed among the various regions.

## TABLE 2.—COLLECTIVE AGREEMENTS IN WHOLESALE TRADE BY UNION

| Union | Wholesale Trade | | Food | | Hardware | | Machinery and Equipment | | Petroleum Marketing | | Other Wholesale Trade | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered | Agreements | Workers Covered |
| Unions Affiliated with the Trades and Labour Congress of Canada | 115 | 4,941 | 44 | 2,451 | 11 | 257 | 16 | 440 | 3 | 22 | 41 | 1,771 |
| International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC) | 44 | 1,103 | 22 | 474 | 5 | 167 | 1 | 4 | 3 | 22 | 13 | 436 |
| Retail Clerks, International Association (AFL-TLC) | 16 | 638 | 6 | 107 | 2 | 55 | 1 | 8 | ..... | ..... | 7 | 468 |
| Directly chartered local unions | 21 | 666 | 11 | 214 | 2 | 20 | 3 | 83 | ..... | ..... | 5 | 349 |
| Other TLC affiliates | 34 | 2,534 | 5 | 1,656 | 2 | 15 | 11 | 345 | ..... | ..... | 16 | 518 |
| Unions Affiliated with the Canadian Congress of Labour | 108 | 4,832 | 40 | 1,420 | 19 | 1,300 | 18 | 984 | 11 | 416 | 20 | 712 |
| Retail, Wholesale and Department Store Union (CIO-CCL) | 63 | 3,100 | 33 | 1,247 | 17 | 1,243 | 6 | 189 | ..... | ..... | 7 | 421 |
| Oil Workers International Union (CIO-CCL) | 12 | 423 | ..... | ..... | ..... | ..... | ..... | ..... | 11 | 416 | 1 | 7 |
| United Automobile Workers of America (CIO-CCL) | 8 | 568 | ..... | ..... | ..... | ..... | 7 | 545 | ..... | ..... | 1 | 23 |
| Other CCL Affiliates | 25 | 741 | 7 | 173 | 2 | 57 | 5 | 250 | ..... | ..... | 11 | 261 |
| Unions Affiliated with the Canadian and Catholic Confederation of Labour | 10 | 2,626 | 4 | 1,183 | 2 | 1,343 | ..... | ..... | 1 | 23 | 3 | 77 |
| Other Unions | 13 | 465 | 6 | 297 | ..... | ..... | 3 | 141 | ..... | ..... | 4 | 27 |
| Employees' Associations | 30 | 4,966 | 7 | 921 | 2 | 215 | 1 | 58 | 17 | 3,094 | 3 | 678 |
| Totals | 276 | 17,830 | 101 | 6,272 | 34 | 3,115 | 38 | 1,623 | 32 | 3,555 | 71 | 3,265 |

## The Unions

The structure of labour organization in wholesale trade is similar to that for retail trade in that a large number of unions have contracts in the industry. Most of them, however, have negotiated fewer than 10 contracts. As in retail trade, there are also several non-affiliated employees' associations.

Three unions, the Retail, Wholesale and Department Store Union (CIO-CCL), the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC), and the Retail Clerks International Association (AFL-TLC) have bargained a proportionately large number of agreements in wholesale trade. The same three unions were found to predominate in retail trade (L.G., Oct., p. 1458).

The Retail, Wholesale and Department Store Union is the most important labour organization in wholesale trade in terms of numbers of contracts negotiated and workers covered. Of its 63 agreements on file, the large majority cover employees of wholesale food products firms and employees of wholesale hardware companies (Table 2). The main strength of the union's wholesale organization is in British Columbia and the Prairies. More than 70 per cent of its contracts are in these two areas.

Agreements on file between wholesale concerns and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America number 44 and cover 1,100 workers. This union has agreements in nearly all branches of wholesale trade, although the greatest number apply to employees in food marketing establishments. There is no regional concentration among the agreements of this union.

Agreements on file indicate that the Retail Clerks International Association has only a small organization among wholesale trade employees as compared with its representation among workers in retail trade. Agreements on file for this union representing workers in wholesale trade number 16 and apply to fewer than 700 workers. A substantial proportion of this coverage is in the Maritimes.

In addition to the three organizations discussed above, unions affiliated with the Canadian and Catholic Confederation of Labour account for 10 agreements covering more than 2,600 workers applying mainly in food and hardware wholesaling.

Many other national or international unions have small numbers of contracts in the industry. Most of them are unions whose main membership is in manufacturing and who have organized some wholesale outlets for the products manufactured. For example, the United Packinghouse Workers of America (CIO-CCL) and the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL-TLC) both have contracts in food wholesaling covering the distribution of meats. A few contracts applying in the machinery and equipment sector have been bargained by the International Association of Machinists (AFL-TLC) and the United Steelworkers of America (CIO-CCL). The United Automobile Workers of America have negotiated a number of collective agreements with firms concerned with the distribution of automobiles and automobile parts. As will be seen in Table 2, the Oil Workers International Union (CIO-CCL) has a number of contracts in the petroleum marketing industry. Both the International Chemical Workers' Union (AFL-TLC) and the United Mine Workers of America (CCL) have agreements in drugs, soaps and chemicals. The Office Employees International Union has four agreements applying exclusively to clerical workers. Table 2 shows a considerable coverage for "other TLC affiliates" in the food wholesale category. This is largely accounted for by one agreement applying to several firms engaged in the packing and shipping of fruit from the fruit growing areas of British Columbia. It might be argued that these employees are not strictly engaged in wholesale trade. Furthermore, it is likely that the number covered by the agreement fluctuates sharply during the year.

A substantial number of directly chartered local unions of the Trades and Labour Congress of Canada have contracts throughout the industry. A much smaller number of directly chartered locals of the Canadian Congress of Labour are included among "other CCL affiliates" in Table 2.

Of almost 5,000 employees under contracts signed by employees' associations, 3,000 work in the petroleum marketing division of the industry. In fact, the employee association is the main type of employee organization in this sector.

## The Bargaining Unit

**Size**—As was true for collective agreements in retail trade, those applying to wholesale trade employees are small in terms of numbers of employees covered. More than half the agreements apply to bargaining units of 25 employees or less. Only five cover more than 500 employees (Table 3).

**Employer Unit**—Table 4 shows that the vast majority of agreements apply to a single establishment. Each of eight agreements covers several establishments operated by the same employer and 16 contracts are multi-employer in scope.

Half of the agreements which apply to several establishments of a single employer are in petroleum marketing. Slightly more than half of the multi-employer agreements are in the food wholesale group and cover numbers of wholesale grocers in various cities particularly in western Canada. The Retail, Wholesale and Department Store Union is most frequently the employee bargaining agent for this type of agreement.

**Employee Unit**—For the most part the employees to whom the agreements apply are warehouse or yard employees such as loaders, shippers and receivers, and truck drivers. Supervisory employees are invariably excluded. However, a number of agreements, particularly among those negotiated by the Retail, Wholesale and Department Store Union and the Retail Clerks International Association, apply to both office and non-office workers. The agreements of the Teamsters' union seldom include any clerical employees. About one-fifth of the agreements in food wholesaling cover both office and non-office categories and under a small number travelling salesmen are also included. Both types of employees are covered under approximately one-third of the agreements for hardware firms. Contracts of this nature are also found to some extent in petroleum marketing and among firms selling general merchandise.

Office workers only are covered in four agreements negotiated by the Office Employees' International Union, and in a further small number of agreements negotiated by the Retail, Wholesale and Department Store Union. As a rule, where agreements covering office workers only exist, non-office employees are covered by separate contracts.

**TABLE 3.—COLLECTIVE AGREEMENTS IN WHOLESALE TRADE BY SIZE OF BARGAINING UNIT**

| Size of Bargaining Unit | Agreements | | Workers Covered | |
|---|---|---|---|---|
| | Number | Per Cent | Number | Per Cent |
| 25 or fewer employees | 141 | 51·1 | 1,879 | 10·5 |
| 26– 50 employees | 65 | 23·6 | 2,329 | 13·1 |
| 51–100 employees | 41 | 14·8 | 2,850 | 16·0 |
| 101–500 employees | 24 | 8·7 | 4,356 | 24·4 |
| 501–1000 employees | 2 | 0·7 | 1,578 | 8·9 |
| More than 1000 employees | 3 | 1·1 | 4,838 | 27·1 |
| Totals | 276 | 100·0 | 17,830 | 100·0 |

**TABLE 4.—COLLECTIVE AGREEMENTS IN WHOLESALE TRADE BY SCOPE OF BARGAINING UNIT**

| Scope of Bargaining Unit | Agreements | | Workers Covered | |
|---|---|---|---|---|
| | Number | Per Cent | Number | Per Cent |
| Single establishment | 252 | 91·3 | 10,431 | 58·5 |
| Multi-establishment | 8 | 2·9 | 2,783 | 15·6 |
| Multi-employer | 16 | 5·8 | 4,616 | 25·9 |
| Totals | 276 | 100·0 | 17,830 | 100·0 |

# Labour Legislation in British Columbia in 1954

**New Labour Relations Act is passed and Workmen's Compensation Act is substantially amended. Minor changes made in fair wages legislation**

At its 1954 session (February 16 to April 14) the British Columbia Legislature passed a new Labour Relations Act and made substantial amendments to the Workmen's Compensation Act.

Minor changes were made in the fair wages legislation relating to government contracts to give the Minister of Labour greater responsibility for its administration, and shops legislation was amended to allow Vancouver stores to be open six days a week. An Act was passed, to come into force on proclamation, to provide for the safe use of natural gas in the province.

Legislation was also passed to authorize an agreement with the federal Government to provide allowances to the disabled.

## Labour Relations

The certification of trade unions as bargaining representatives, collective bargaining, and the settlement of industrial disputes in British Columbia are now subject to the Labour Relations Act, which came into force on June 16, replacing the Industrial Conciliation and Arbitration Act.

For the most part the new Act is similar to the labour relations Acts of the other provinces and to the federal Act. Many of the provisions of the repealed Industrial Conciliation and Arbitration Act appear in this Act unchanged. A review of the main changes appeared in the July issue (page 954).

The Act sets out the rights of employees and employers and prohibits certain actions which would constitute unfair labour practices. It provides for the certification of trade unions and deals with collective bargaining and collective agreements. Conciliation services are made available for the settlement of disputes. The conditions under which strikes and lockouts are illegal are specified. Penalties are established for violations of the Act.

The Minister of Labour is charged with administration of the Act. Certain functions are the responsibility of the Labour Relations Board, for which provision is made in the Act.

The Labour Relations Act applies to all employees except managers, superintendents or other persons who, in the opinion of the Board, exercise management functions or are employed in a confidential capacity in matters relating to labour relations; doctors, dentists, architects, engineers or lawyers; apprentices; and domestic servants, farmers, hunters or trappers.

### Rights and Unfair Labour Practices

The Act asserts the right of every employee to join a trade union and forbids an employer to refuse to employ a person or to discriminate in employment against a person because he is a member of a trade union. An employer may not set terms of employment which would restrain an employee from exercising his rights under the Act nor may he try to influence an employee, by intimidation or any other means, to leave a union or to refrain from joining one.

Trade unions and employers alike are subject to the general provision that no one may use coercion or intimidation to discourage or encourage membership in a union. However, a collective agreement may contain a provision requiring membership in a specified union or granting a preference in employment to the members of a specific union.

The employer is forbidden to have any part in the formation of a trade union except that he may permit employees to attend to trade union business during work hours without loss of pay. An employer-dominated organization of employees does not come within the definition of a trade union for the purposes of the Act.

If an employer illegally discharges an employee for trade union activity, he is bound to reinstate the employee and pay him the wages lost. A magistrate by whom he is found guilty, in addition to any other penalty imposed, is to direct him to pay such wages.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Without the consent of the employer, no trade union may attempt during working hours to persuade an employee to join the union or not to join another union. Trade unions are forbidden to engage in or to encourage or condone any activity that is intended to or does restrict or limit production or services.

Once an agreement is reached as the result of collective bargaining, both parties are under an obligation to sign or execute the agreement.

The Labour Relations Board may hold an inquiry on any alleged unfair labour practice and has authority to order an employer or trade union to cease any prohibited action and to rectify it if necessary. Failure to obey an order of the Board is an offence against the Act.

The Act contains a provision for the voluntary revocable check-off of union dues. An employer is required to honour a written assignment to a certified trade union, and to remit the dues so deducted at least once a month to the trade union. The employee may revoke his assignment at any time by written notice to the employer.

**Certification**

Uncertified unions may bargain on behalf of employees but in order to have exclusive bargaining authority a trade union must be certified.

A trade union may apply to the Labour Relations Board for certification at any time where no collective agreement is in force and no other union is certified for the unit. Where no agreement is in force but another union has been certified, the application cannot be made until six months have elapsed since its certification (except with the consent of the Board). Where a collective agreement is in force, then the application may be made only during the last two months of its term or of any year of its term.

Two or more trade unions representing a majority of the employees in a unit appropriate for collective bargaining may apply for certification as though they were one union. A trade union may also apply in respect of a unit of employees employed by two or more employers. In this case, the Board may not certify the union unless, first, the unit is appropriate for collective bargaining in respect of all the employers; second, a majority of the employers have consented to representation by one trade union; and third, a majority of the employees of each employer have consented to representation by the trade union in question.

The Act permits the certification of craft unions, with the requirement that the group of employees concerned must exercise technical skills which distinguish them from the employees as a whole and that a majority of the group must belong to one union representative of their craft or skills. Another union may apply to have the craft group included in a larger unit if it claims to have as members in good standing a majority of the employees in the craft unit.

Before certifying a trade union, the Board must determine if the unit is appropriate for collective bargaining. It has discretionary power to include additional employees in the unit or to exclude employees. The Board must prescribe how applications are to be made and, by examining records, holding hearings or conducting other inquiries, determine the merit of all applications.

If there is doubt as to whether a majority of the employees in the unit were, at the date of application, members in good standing of the applicant union, the Board must order the holding of a representation vote by secret ballot. If there is no doubt, or if the vote shows that more than half the eligible voters are in favour of the union, certification will be granted. Employees who are absent are not considered eligible voters.

If the union is not certified a new application will not be considered until a period set by the Board, but not exceeding 90 days, has elapsed.

An employer-dominated union may not be certified and any agreement made by an employer-dominated union is not considered a collective agreement.

No strike or lockout is permitted while an application for certification is pending. An employer may not change rates of pay or conditions of employment during this period except with the written permission of the Board.

The Board may cancel a certification if it is satisfied after investigation that the trade union has ceased to be a trade union or that the employer has ceased to be the employer of the employees in the unit. A trade union is defined in the Act as

> a local or provincial organization or association of employees, or a local or provincial branch of a national or international organization or association of employees within the Province, that has as one of its purposes the regulation in the Province of relations between employers and employees through collective bargaining, but does not include any organization or association of employees that is dominated or influenced by an employer.

The Board may also cancel a certification if it is satisfied that a trade union has ceased to represent the employees in the unit, but not until ten months have elapsed after the certification.



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Where an employer carries on operations in several areas, and an application is made by a trade union in respect of a unit, the Board may certify it for that unit in all the employer's operations.

Once a trade union is certified, it immediately replaces any other trade union representing the unit of employees and has exclusive authority to bargain collectively on behalf of the employees. If a collective agreement is already in force, it continues to be binding on the unit, but the rights and obligations are transferred to the newly certified union.

Where a business is sold, leased or transferred, the new management is bound by any proceedings taken under the Act and by any existing agreement.

If a trade union is certified for the employees of a company whose board of directors do not meet in the province, the company is required, within five days of certification, to appoint a person resident in the province to negotiate and conclude an agreement on its behalf.

### Collective Bargaining

Notice to negotiate may be given either by the trade union or the employer as soon as the union has been certified, in cases where no collective agreement is in force. Where an agreement is in force, whether or not the union is certified, notice to commence collective bargaining may be given within the third month before expiry of the agreement.

Once notice has been given, bargaining must begin within five days. The employer is forbidden to change rates of pay or conditions of employment until an agreement has been concluded or renewed or until seven days after the conciliation procedure has been completed unless permitted to do so by regulations which may be made by the Minister of Labour.

### Collective Agreements

A collective agreement is binding on the trade union which entered into it, on every employee covered by it and on the employer or employers' organization which entered into it. Failure on the part of those bound by the agreement to do what is required by the agreement is an offence under the Act. Each party must file one copy of the agreement with the Minister.

Every collective agreement must contain a provision for settling grievances (by arbitration or otherwise) without stoppage of work. If an agreement does not contain such a clause, the Minister is to prescribe a provision which will be binding on the parties.

The Act requires all agreements to be for a term of at least one year. Within that year, the agreement may be terminated only with the consent of the Minister. In the case of agreements for longer terms, either party to the agreement may, after eight months, ask permission from the Minister to give notice that the agreement will terminate on the next anniversary date. If permission is given and the other party is notified at least two months before the anniversary date, the agreement will be terminated. However, parties making long-term agreements may include a section declaring that this termination procedure may not be used.

An agreement entered into by an uncertified union will be considered a collective agreement only if it has been ratified by a majority of the employees concerned.

### Conciliation Services

The Act makes provision for the appointment by the Minister of a conciliation officer and, if necessary, a conciliation board to assist disputing parties to settle their differences. Either party, after negotiating for at least ten days, may request the Minister in writing to appoint a conciliator. The request must be accompanied by a statement of the difficulties encountered. In such a case, or in any case where the Minister considers it advisable, a conciliation officer may be appointed to confer with the parties. Within ten days, unless a longer period is agreed upon by the parties or set by the Minister, this officer must make a report to the Minister stating the matters on which agreement has been reached and those which are still unsettled. He must make recommendations with respect to the latter and also as to the advisability of appointing a conciliation board.

Where no agreement has been reached and the conciliation officer considers that it is not advisable to appoint a conciliation board, the Minister may send the conciliation officer's report to the parties in lieu of a conciliation board report. This is a new provision intended to shorten the conciliation process and to lend greater weight to the recommendations of the conciliator.

Where the Minister considers it advisable, he may appoint a three-member conciliation board. If the parties to a dispute agree in advance to accept the board's decision, the Minister must appoint a board. Its award will then be binding on the parties.

The time allowed for each party to nominate a member to the board is seven

days. The two members have five days to decide on a chairman. If the nominations are not made within these periods, the Minister is to make the appointments.

No Court is permitted to question the establishment or proceedings of a conciliation board.

Anyone who has a pecuniary interest in the matters referred to a conciliation board or who within the preceding six months has acted as a legal adviser or a paid agent of one of the parties is ineligible for membership on the board.

The duty of the board is to "endeavour to bring about agreement between the parties in relation to the matters referred to it". It has the power to summon witnesses and may enter and inspect any place of business in connection with the dispute. The board may determine its own procedure, but must give full opportunity to both parties to present evidence, make representations and cross-examine witnesses.

If all members of a board have received reasonable notice of the sittings, the chairman and one other member are a quorum. The decision of a majority is the decision of the board. If the votes are equal, the chairman has a second or casting vote.

Within ten days after the appointment of the chairman a report must be sent to the Minister who may direct that the decision be published, including the minority opinion if the decision was not unanimous. The time for making a report may be extended.

Both parties must receive copies of the conciliation board report or of the conciliation officer's recommendations. They are given 18 days to notify the Minister of their acceptance or rejection. The parties may at any time after the appointment of a conciliation board agree to be bound by the recommendation of the board as though it were a board of arbitration.

The Act permits a mediation committee of the parties' own designation to be substituted for a conciliation board with the consent of the Minister.

The Minister is granted wide discretionary power to initiate inquiries, either of his own accord or on application, into any industrial matters. He may set up an Industrial Inquiry Commission for this purpose or to forestall any imminent dispute or investigate any existing dispute between employers and employees. Its report goes to all parties affected and must be published.

### Strikes and Lockouts

As noted above, strikes and lockouts are prohibited while an application for certification is pending. They are also forbidden during negotiation, before conciliation procedure has been followed and a pre-strike or pre-lockout vote taken or during the term of a collective agreement. They are also prohibited after expiry or termination of an agreement until collective bargaining, conciliation and voting requirements have been complied with.

Strikes and lockouts may be authorized only after a vote by secret ballot has been in favour of such action and then only during the three months immediately after the vote. Votes will be government-supervised at the request of either party, Forty-eight hours' notice in writing that the employees are going to strike must be given to the employer. Similar notice must be given by the employer to the union in the case of a lockout.

If a strike or lockout is or has been in progress, the Minister may refer the matter to a Supreme Court Judge for a decision on its legality. If, after a hearing, the Judge finds that the strike is illegal, and that a trade union is or was involved in the strike, or that employees belonging to or represented by the trade union are participating or have participated in the strike, the Judge may nullify the existing collective agreement, the check-off and the certification, or any one of them.

### Labour Relations Board

The Act authorizes the Lieutenant-Governor in Council to establish a Labour Relations Board. After the Act was proclaimed in force, the members of the Board of Industrial Relations, which administers the Hours of Work Act, the Male and Female Minimum Wage Acts and the Annual Holidays Act, were appointed as the Labour Relations Board. The Board has authority to make rules of procedure, with the approval of the Minister, to permit it to carry out its obligations. Regulations were issued June 18 (L.G., Aug., p. 1157).

It is specified in the Act that the Board's decision is final and conclusive on a number of questions which arise in proceedings before it, namely, what persons come within the definition of employee, whether an association is a trade union under the Act, whether a person is an employer or whether an association is an employers' organization. In respect of collective agreements, the Board's decision is final on whether a collective agreement has been entered into, whether it is in force, and whom it covers.

The Board also has the duty of deciding whether a group of employees is a unit appropriate for collective bargaining, whether an employee belongs to a craft or profession, whether a person is a



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member in good standing of a union, and whether collective bargaining has taken place. The Board may reconsider and vary or revoke any of its decisions.

In considering applications for certification, the Board may require trade unions or employers' organizations to file copies of their constitutions and by-laws and the names and addresses of their officers. The Board may determine its own procedure, and may accept such evidence as it deems proper, whether admissible as evidence in a court of law or not. All interested parties must have an opportunity to present their case. All decisions of the Board must be published.

### Regulations

The Lieutenant-Governor in Council may make regulations for the carrying out of the Act. For the purpose of dealing with labour relations on a federal or interprovincial basis in the meat-packing and coal-mining industries, the Lieutenant-Governor in Council may make regulations providing for co-operation either with Canada or with any other province, and such regulations shall supersede the provisions of the Act.

### Penalties

Failure to comply with any requirement of the Act is an offence punishable on summary conviction by a fine of not more than $50 for an individual and not more than $250 for a corporation, trade union or employers' organization, unless another penalty is specified for a particular offence.

The maximum penalty for an employer who is convicted of changing rates of pay or conditions of employment contrary to the Act is $10 in respect of each employee per day that the contravention continues.

A trade union or union representative attempting to organize employees during working hours in such a way as to violate the Act is liable to a maximum penalty of $125 in the case of the union or $50 in the case of an individual. The same penalties are provided for failing to furnish information or to comply with an order of the Minister or the Board. Failure to comply with an order constitutes a separate offence for each day the failure continues.

The maximum fine which may be imposed on a trade union for authorizing a strike contrary to the Act is $125 for each day the strike continues. A representative of a trade union who authorizes an illegal strike may be fined up to $50 for each day of the strike. In the case of an illegal lockout the same penalties may be imposed on an employer or his representative.

Failure to bargain is a separate offence for each day the failure continues, and fines of up to $25 for an individual and $125 for an organization may be imposed if either the employer or trade union has failed to bargain.

A prosecution for an offence under the Act may not be instituted without the consent in writing of the Labour Relations Board.

## Workmen's Compensation

The second major enactment of the 1954 session was the Act to amend the Workmen's Compensation Act. The Act was amended in 1952, implementing some of the more important recommendations of the Sloan Royal Commission Report. Since that time it has been the subject of study and consultation with workers' and employers' organizations, and the resulting revision adopts many of the remaining Sloan recommendations and makes other noteworthy changes.

As recommended by Chief Justice Sloan, domestic servants may now be brought under the Act on the application of the domestic servant or of the employer. They were previously excluded from the Act. A new clause extends optional coverage to an "independent operator" who is described as "not being an employer or a workman but performing work of a nature which, if he were a workman, would be within the scope of this Part." This provision was designed to cover commercial fishermen. "Learners" and members of municipal fire brigades working with or without remuneration are now to be deemed "workmen" under the Act.

As before, an employer may apply for coverage as a workman under the Act as may members of the employer's family, but the latter are now defined as members of the family under 21 who are legally entitled to work, who live with the employer and are employed by him. The provision excluding travelling salesmen was removed as such employees connected with an industry are covered.

Two important changes were that the percentage of average earnings taken in computing payments for disability was raised from 70 to 75 and the maximum annual earnings allowed were raised from $3,600 to $4,000. In four other provinces besides British Columbia, the percentage rate is 75. Ontario and Saskatchewan are the only other provinces in which the ceiling on earnings is $4,000.

In determining compensation in permanent partial disability cases, the Board was authorized to take into account loss

of physical function rather than difference in earnings before and after the accident. This amendment was recommended by Chief Justice Sloan, who stated that the physical impairment method was the one actually used.

Under this method, the Board is required to assess the physical impairment of the injured workman and to translate it into a percentage of impairment of earning capacity, using a rating schedule, where applicable. Taking this percentage as a measure of the loss of earnings suffered by the workman as a result of the accident, the Board calculates the compensation as 75 per cent of such estimated loss of earnings. The Board may, at its discretion, where it considers it more equitable, make an award of 75 per cent of the difference between the workman's average wage before the accident and his actual or presumed wage after the accident. The wage-loss method was previously given priority in the Act.

A further change and one of particular interest is that workmen injured before March 18, 1943, are to receive higher pension payments beginning January 1, 1955. Payments are to be re-calculated on the basis of a compensation rate of 66⅔ per cent and on the actual average earnings of the workman at the time of the accident but the earnings are not to be taken as less than $2,000 per annum and are subject to a maximum of $2,500.

The Act formerly provided that even where an injury is attributable solely to the serious and wilful misconduct of a workman, compensation is payable if the injury results in death or serious and permanent disablement. This provision, as amended, states that compensation is not payable unless the injury results in death or serious *or* permanent disablement, thus permitting the payment of compensation in such circumstances for a serious injury which may not be permanent.

The schedule of industrial diseases was amended by adding three diseases, injury to the lungs and injury to the heart as a result of firefighting, and occupational deafness in any industry involving prolonged exposure to excessive noise. As before, diseases may be added to or removed from the schedule by regulation of the Board but it is now provided that such additions or deletions must be approved by the Lieutenant-Governor in Council.

A new subsection, similar to one contained in the Metalliferous Mines Regulation Act, provides for regular medical examinations of workmen who are exposed to dust conditions in their employment. When an industrial disease is of such a nature that its presence is evidenced by specific X-ray appearance, the Board may require an employer in an industry in which the disease occurs to have any or all of his workmen medically examined at his own expense at least once a year and may direct him to employ only workmen who are found to be physically suited for such employment. The Board is to prescribe the nature of the examination and the information to be obtained and recorded and this information is to be furnished by the examining doctor to the Board at its request.

A further amendment which was recommended by the Sloan Report removed certain restrictive conditions applicable in hernia cases. These required the workman to be operated on within two weeks of the occurrence of the hernia if an operation was deemed advisable, and limited the period during which compensation could be paid to seven days before an operation and 42 days afterwards. It is now left to the Board to decide in each case the period during which compensation should be paid.

The provisions regarding medical aid were amended to permit chiropodists, chiropractors, naturopaths and dentists to treat injured workmen as "qualified practitioners" under the Act and the Board was empowered to appoint "qualified practitioners" to its staff. Since 1943 the Act has permitted the Board to pay for treatment by "persons authorized to treat human ailments" but treatment by other than qualified medical doctors has been, in certain instances, subject to restrictive regulation of the Board. These restrictions are now removed. It is made clear, however, that any aid furnished by a physician or qualified practitioner is subject to the direction and control of the Board.

One of the main recommendations of the Sloan Report, as regards medical aid, was that there should be, in addition to the usual system of referral of cases to individual specialists, an impartial Medical Appeal Board of three doctors to make a final and binding decision on disputed medical issues.

The method of appeal provided for in the revision of the Act is similar to that contained in the Alberta Act. When a workman feels aggrieved concerning a decision of the Board's medical staff and requests a further examination, his case must be referred to two specialists, one to be selected by himself and the other by the Board, from a panel of not less than

three previously nominated by a recognized medical association. Their decision, a signed copy of which is to be sent to the workman, is, unless the Board at any time directs otherwise, to be conclusive as to the matters certified. If the workman fails to notify the Board of his choice of a specialist within 14 days, the Board may select both doctors. All costs are to be borne by the Accident Fund. The Act also provides that, of its own motion, the Board may refer a claim to two specialists appointed from the panel to be established.

The Act now provides for prompt medical aid for seamen in an emergency. Under the former provision, seamen were not eligible for medical aid from the Accident Fund while they were entitled to medical care from the Sick Mariners' Fund under the Canada Shipping Act but they were entitled to any additional medical aid not furnished under that Act. As a result of the new provision, however, the Board has discretion to pay medical costs if a seaman, for reasons beyond his control, cannot be furnished prompt, necessary or emergent medical care under the Canada Shipping Act.

An amendment to the section which allows a private plan for providing medical aid to workmen to be carried on, in substitution for coverage by the medical aid provisions of the Act, if the Board approves, makes provision for the Board to grant medical aid if such a plan is discontinued. The Board is directed to pay for further aid required for injuries incurred during the time of approval of the plan and costs may be charged as the Board deems proper.

Under the British Columbia Act, a claim for compensation must be filed within one year after the occurrence of the injury, or, in a fatal accident, within one year after the workman's death; but the Board has discretion to pay any claim filed within three years if it is of the opinion that the claim is one which ought to be allowed. This provision was widened to allow the Board to pay medical aid and compensation if proof of the injury is filed within three years after the accident *or* one year after the commencement of the first period of temporary disablement from an industrial disease. It is further provided that medical aid is payable even without a formal application being filed.

Section 29A, which was added to the Act in 1952 and which empowered the Board to pay hospital insurance premiums on behalf of widows, dependent children and orphans who were receiving compensation on July 1, 1952, was repealed, since revenues for hospital insurance are now raised by means of a sales tax instead of by the collection of premiums.

It is now provided that, when an accident happens outside the province on a steamboat, ship, railway, aircraft, truck, bus or other vehicle used to carry passengers or freight to or from the province, compensation is payable if the place or chief place of business of the employer is located in British Columbia and the nature of the work is such that it must be performed both within and outside the province. The condition regarding the employer's place of business replaces the former condition requiring the workman to be a resident of the province.

It is further provided, as regards an accident outside the province, that a workman's right of election between the compensation provided by the British Columbia Act and compensation under the law of the place where the accident took place is subject to any arrangement which the Board has made with the Board of any other province to avoid duplication of assessments on employers whose workmen are employed part of their time in one province and part in another.

The provisions regarding third party actions were amended to state that the right to claim compensation by the workman or his dependant in lieu of taking action against some person other than the workman's employer must be exercised within three months after the accident or after the workman's death. Where the workman decides to claim compensation, the Board is subrogated to the rights of the workman or his dependant and may take action in his name or in the name of the Board. It is now made clear in the Act that the Board has exclusive jurisdiction to determine whether it will maintain an action or compromise the right of action and its decision is final and conclusive. Provision was also made, where a workman elects not to take compensation, for a settlement out of court by the workman or his dependant but only with the written approval of the Board, and, in such circumstances, as with a court action, if less is recovered than the amount of compensation which would have been payable, the workman or dependant is entitled to the difference between the amount recovered and the compensation.

The Act, as before, states that compensation may not be assigned, charged or attached nor may any claim be set off against it except, it is now provided, for moneys advanced by the province or a municipality by way of social assistance.

Coverage of the Act was extended to geophysical exploration and the operation of airfields, and wholesaling, already covered by the Act, was replaced by "wholesale establishments". Class 11, which was formerly comprised of "member companies of the British Columbia Lumber and Shingle Manufacturers' Association," now consists of "such operations of members of the British Columbia Lumber Manufacturers' Association as are placed in this class by the Board for purposes of assessment".

Other amendments have to do with the tenure of office of the Board and its administrative duties under the Act. Instead of being appointed for a fixed term of ten years, Board members are to hold office during the pleasure of the Lieutenant-Governor in Council. As before, they must retire at the age of 70, unless the Lieutenant-Governor in Council directs otherwise.

Salaries of Board members are to be established by Order in Council. They were formerly set out in the Act. With the approval of the Lieutenant-Governor in Council, members and employees of the Board may be covered by the Civil Service Superannuation Act. A new provision permits the Board to make an agreement to this effect with the Commissioner under the Civil Service Superannuation Act. The Board also administers its own Superannuation Fund.

The Board was authorized to raise the moneys needed for the Accident Fund by assessments rated upon "a unit of production" as well as by the regular method of assessment upon the employer's payroll, but the established practice of assessment and levy is to be varied only with the approval of the Lieutenant-Governor in Council. In computing the amount of the payroll of an employer, the Board may fix average earnings of any workman who is employed at a nominal wage or for no remuneration.

Immediately after each visit of inspection, the Board's inspectors must post an inspection report in a conspicuous place at or near the mine, works, establishment or premises, showing the condition found to prevail and furnish a copy of this statement to the manager. This is a requirement with which mines inspectors must comply under British Columbia mines legislation.

Another amendment, carrying out a recommendation of Chief Justice Sloan, provides authority for the Board to make arrangements with any Minister of the Crown in right of Canada or the Province whereby inspectors employed by other government departments or agencies may, when deemed necessary in the interests of safety and accident prevention, carry out inspection duties under the direction and control of the Board.

The Act now provides for a higher maximum penalty, $300 instead of $50, for violation of any of the regulations of the Board. Chief Justice Sloan proposed an increase to a maximum of $500.

Finally, a closer relationship with the Department of Labour was provided for. The annual report of the Board is now to be made to the Minister of Labour and submitted by him to the Legislature. Further, statutory provision was made for a Compensation Counsellor, an officer of the Department of Labour, to help and advise injured workmen concerning compensation problems. A Compensation Counsellor was appointed in September 1953, and has a similar function to the Assistance Officer provided for in amendments to the Manitoba Act in 1953.

## Fair Wages on Public Works Contracts

An amendment to the Public Works Fair Wages and Conditions of Employment Act gave the Minister of Labour increased responsibility for carrying out the fair wages policy in connection with work on all provincial public work projects. The Act as passed in 1951 provides that contracts for public works are subject to the conditions that persons employed on the contract are to be paid fair wages and their working hours are not to exceed eight hours a day and 44 hours a week except where arrangements are made under the Hours of Work Act.

Under the Act, fair wages were defined as the wages generally accepted as current for workmen in the district in which the work is being performed for the same kind of work. If there were no current wages in the area, the Minister of Labour was empowered to determine fair wages. The amendment provides that he may now settle any dispute as to what wages are to be accepted as current in other areas as well. The amendment also provides that any claim against a contractor is now to be filed with the Minister of Labour rather than with the Minister of the contracting department. Further, it is now the Minister of Labour rather than the Minister of the contracting department who is empowered to require a contractor to supply payroll data and to determine the statutory penalty if a contractor fails to comply.

### Shops Hours in Vancouver

An amendment to the Shops Regulations and Weekly Holiday Act provided that shops in the city of Vancouver may be permitted to remain open for six days a week provided that shop employees are required to work only five days a week. Before the amendment was passed, the Act required shops to observe a weekly half-holiday.

The amendment provides, however, that the Municipal Council of Vancouver may pass a by-law permitting shops to remain open six full days a week only after receiving a petition signed by more than half the licensed shop occupiers. Further, before the Council may take action it must be assured of the concurrence of the electors of Vancouver by receiving from them in a plebiscite a vote favourable to the proposal.

On June 23 the Vancouver City Council held such a plebiscite. The vote being favourable, a by-law was passed on July 14. Several classes of retail stores, including department stores, have presented the necessary petition and are operating a six-day week.

### Safety

In anticipation of the introduction of natural gas to British Columbia, the Legislature passed a Gas Act, not yet proclaimed, designed to protect the public from hazards arising out of the use of gas to produce light, heat or power. Among its provisions is a section prohibiting the installation or repair of house-piping or appliances by anyone except a gasfitter licensed under the Act.

The Act provides for regulations to deal with many details of administration. They will establish the standards of examination for a gasfitter's licence, and, as well as providing for the registration of contractors and the testing and inspection of equipment, may also provide for the education in the safe use of gas of consumers, fitters, dealers and other persons by such means as pamphlets, bulletins and exhibits. The Minister of Public Works will administer the Act.

In order to secure uniformity of regulations throughout the province, the provisions of the Act and any regulations under it are declared to prevail over municipal rules or by-laws.

The Coal-mines Regulation Act was amended in 1951 to permit more than one shot to be fired when millisecond delay detonators are used (L.G., 1951, p. 1386). A further amendment this year permits the necessary quantity of powder to be taken into a mine under proper safety measures imposed by the Inspector.

### Disabled Persons' Allowances

The Disabled Persons' Allowances Act will on proclamation permit British Columbia to participate in the federal-provincial scheme to provide allowances for disabled persons under which the federal Government will contribute up to 50 per cent of the allowances.

### Bills not Passed

A proposed amendment by the Government to the Boiler and Pressure-vessel Act was held over until the next session. It would have made the Act applicable to refrigeration and compressed-gas plants, revised the definitions, brought steamfitters under the Act, introduced an interim certificate permitting plants to be put into operation before inspection under certain circumstances, and authorized regulation of welders, steamfitters and refrigeration engineers.

A private member's bill which failed to pass second reading would have added a section to the Trade-unions Act requiring the written consent of the Labour Relations Board to any action brought in a court for an injunction, damages or other relief against a trade union or association of employees arising out of a strike, lockout or other labour trouble. The amendment would also have required two days' notice to be given to the affected parties before an injunction could be issued in an industrial dispute.

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## U.S. Labor Secretary Plans Advisory Committees on Legislation

James P. Mitchell, U.S. Secretary of Labor, announced last month that he will form a committee of labor leaders to advise him on legislation and other matters. He said he will invite the American Federation of Labor, the Congress of Industrial Organizations, the United Mine Workers of America and the railway brotherhoods to appoint representatives to serve on the committee.

He said he also planned to set up a separate advisory committee of employer representatives.

Mr. Mitchell said he would like to discuss the Government's recommendations on minimum wage legislation with the two committees when they are set up.

# Labour Legislation in Nova Scotia in 1954

**Coverage of accident compensation law extended when Act revised and consolidated. Stricter safety rules adopted for hoisting equipment in coal mines; minimum age for work underground raised to 18 years**

The Nova Scotia Legislature was in session from February 24 to April 14. The main labour enactment was a revision and consolidation of the Workmen's Compensation Act, in which the most important change was an extension of coverage.

By an amendment to the Coal Mines Regulation Act, the minimum age for employment underground was raised from 17 to 18 years, and stricter rules in respect to hoisting ropes and sockets were adopted.

A new Act provides for the certification of nursing assistants. A minor change was made in the legislation respecting mothers' allowances, and the Disabled Persons Allowances Act was passed to enable the province to enter into an agreement with the federal Government to provide pensions for the disabled.

## Workmen's Compensation

Beyond an extension of coverage, not many significant changes were made in the Workmen's Compensation Act, 1954, which is chiefly a consolidation of the 1938 Act and its amendments. The Act was amended every year from 1940 to 1953, inclusive.

In the new consolidation a number of small changes were made, and the Act was further amended by a better arrangement of sections and the deletion of out-of-date and unused provisions. Among the provisions left out were all those relating to navigation, since the industry has for many years been excluded by regulation.

The new industries brought under the Act from January 1, 1955, are: hotels; restaurants; catering; dairies; wholesale and retail stores and establishments; broadcasting stations; manufacture, sale and distribution of artificial ice; peat processing; landscaping; and operation of bridges.

In Nova Scotia, as in six other provinces, a "learner" who becomes subject to the hazards of an industry under Part I while doing probationary work or taking training in preparation for employment is now regarded as a workman under the Act and the Board may determine his average earnings, for assessment and compensation purposes, at an amount that it considers fair.

Another amendment provided that compensation in respect to an invalid child is to be continued, without regard to age, until his recovery or death. The former provision was that payments should continue as long as the Board considered that the workman would, if living, have contributed to the child's support. In recent years the same change was made in the New Brunswick and Saskatchewan Acts.

A new subsection was added to the provisions regarding third party actions. Under these provisions, where the circumstances are such that a workman is entitled to sue some person other than his employer for damages, he may either take court action or claim compensation under the Act. If he claims compensation, the Board, if it thinks fit to do so, may sue the third party to recover the whole or any outstanding part of the workman's claim. If, however, the workman elects to take action, he is entitled to the difference, if any, between the amount recovered and the compensation to which he would have been entitled. The new subsection adds the further provision that the workman or his dependants may not make a compromise settlement of an action or cause of action at an amount less than the compensation without the consent of the Board.

A few changes concerned assessments and the furnishing of reports to the Board. The Act now states that the Board may fix an amount not to exceed $25 as the minimum assessment to be levied upon an employer with respect to an industry carried on by him during a calendar year. The amount specified previously was $5. An employer is required to furnish an estimate of his payroll within 10 days after establishing, commencing or recommencing an industry instead of, as in the former Act, "on or before a date to be fixed by the Governor in Council or whenever thereafter he shall have become an employer within the meaning of this Act".

In other circumstances, the Act, instead of requiring regular reports, now provides for the furnishing of reports when and if required by the Board. A manufacturer, contractor or dealer who enters into a contract to buy logs, pulpwood and other forest products need only report the particulars of such contract if requested to do so and is no longer required to report

whenever a delivery is made under the contract. He must, as before, keep records and produce them for inspection if required by the Board.

The provision requiring the assessors for a municipality, city or town to furnish certain information to the Board each year within 10 days after the completion of the assessment roll was replaced by a provision stating that such a return should be made at the request of the Board. Similarly, a record of building permits granted in a municipality, city or town is to be supplied when requested. The former provision required written notice to be given to the Board within three days after the granting of each permit.

Silicosis was removed from the schedule of industrial diseases and a provision was added stating that, subject to the conditions set out in the Act regarding silicosis, a workman disabled by the disease is entitled to compensation, medical aid and burial expenses as if the disease were a personal injury by accident and the disablement were the happening of the accident.

To be entitled to compensation for disability from silicosis, a workman must have been exposed to silica dust while employed in Nova Scotia in an industry to which Part I applies for periods amounting in all to at least five years. Under the former Act, the workman was required, in addition, to have been a resident of the province for at least five years but the residence requirement was omitted in the revision. In the other provinces, the period during which a workman must have been exposed to silica dust in order to be eligible for compensation varies. In Ontario it is at least two years, in Alberta and British Columbia three years, and in Manitoba, Quebec and Saskatchewan, it is, like Nova Scotia, five years.

A claim for compensation for silicosis must be established while the workman is regularly employed in the industry in which he was exposed to silica dust or within three years after leaving such employment. If, however, a workman is a resident of Nova Scotia at the time of making application for compensation and has not been exposed to silica dust elsewhere, the Board may allow a claim for uncomplicated silicosis even though the workman has not filed his claim within the time prescribed. Compensation is not payable for any period previous to the filing of the claim.

## Coal Mines

The minimum age for employment underground in a coal mine was raised from 17 to 18 years by an amendment to the Coal Mines Regulation Act.

Another change gives to the Local Boards of Examiners, who are appointed in such localities as the Minister of Mines deems expedient, power to examine candidates and grant temporary permits to stationary engineers. This is in addition to the three classes of engineers' licences and the firemen's licence granted by the central Board of Examiners under the Act. Local Boards no longer have power to appoint mine examiners. A mine surveyor is to be appointed to the Board of Examiners, which consists of the Chief Inspector, a mechanical engineer, a mining engineer and an electrical engineer.

Other amendments set out stricter safety regulations with respect to hoisting ropes and sockets. A new provision requires every overwind or damage to hoisting equipment, including rope, to be reported immediately by the Chief Engineer to an Inspector. Another new provision requires a hoisting rope to be discarded if the core is ineffectually lubricated. Ropes used for hoisting men and coal are now required to be socketed at least once every three months. A schedule of standard types of sockets is appended to the Act and all sockets must be of a design and strength as provided in the schedule unless exempted by the Mechanical Inspector.

The Act sets out rules which must be observed by the hoist operator. Provision is now made for the Mechanical Inspector to exempt the hoisting operator from strict compliance with the rules laid down.

## Registration of Nursing Assistants

The Nursing Assistants Act provides for the registration of nursing assistants and for the regulation and supervision of schools and training courses for nursing assistants. The Act is to be administered by the Minister of Public Health.

Only a person registered under the Act is entitled to use the title "Certified Nursing Assistant" or any abbreviation or title which implies that she is a registered nursing assistant. Registration is not compulsory and the Act does not apply to a person who nurses the sick for hire so long as she does not hold herself out to be registered as a nursing assistant under the Act. The functions of the practice of nursing which may be performed by a registered nursing assistant are to be prescribed by regulations.

The nature of training and examinations and the provisions governing registration of nursing assistants are also to be set out in regulations. In particular, regulations may be made respecting the establishment and operation of training schools and courses, and may provide for the registration and inspection of such schools. They may prescribe admission requirements, types of examinations and certificates of registration and fees. With respect to registration of nursing assistants the regulations may provide for the establishment and remuneration of a registration board, the appointment of committees and officers of the board, prescribe powers and duties and provide for the establishment and maintenance of a register of nursing assistants.

The Act prohibits a person from operating a school or conducting a training course or from holding himself out as being able to train persons to become nursing assistants contrary to the Act or regulations. A penalty of up to $100 is provided for on summary conviction of a person who commits a violation.

Five other provinces, Alberta, British Columbia, Manitoba, Ontario and Prince Edward Island, have legislation in respect to the training and registration of nursing assistants.

### Mothers' Allowances

The Nova Scotia Mothers' Allowances Act fixes a maximum allowance of $80 a month for a family and the amount payable to a mother and one child is determined by family need. The Act was amended to authorize the Lieutenant-Governor in Council to pay an additional allowance of up to $40 a month to a disabled child over 16 years until the child becomes eligible for an allowance under the Disabled Persons Act at age 18. The Act provides for regulations to be made providing for the payment, suspension and cancellation of such an allowance.

Normally, an allowance is paid until the child becomes 16 years of age. If the child is attending high school, an allowance may be continued until age 18 if the Director of Mothers Allowances thinks it advisable that his education should be continued. The latter provision was reworded to make it clear that in addition to continuing payment of an allowance to age 18, payment may be resumed in the case of a child who temporarily stopped school but returned to high school before becoming 18 if he is otherwise eligible for an allowance.

### Disabled Persons

The Disabled Persons Allowances Act, which will come into effect on proclamation, was passed to enable the province to participate in the federal-provincial program of pensions for disabled persons. Under the plan, when an agreement is signed with a province, the federal Government will pay one-half of the cost of a pension of not more than $40 a month to totally and permanently disabled residents between 18 and 65 years in cases of need.

The Act is to be administered by the Old Age Assistance Board.

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# Labour Legislation, Prince Edward Island, 1954

**Enactment of Rehabilitation of Disabled Persons Act enables province to sign an agreement with federal Government to participate in joint training project. Eight provinces have now signed such agreements**

At the session of the Prince Edward Island Legislature which met March 2 and prorogued April 10, the Rehabilitation of Disabled Persons Act was passed to enable the province to sign an agreement with the federal Government to participate in the federal-provincial plan for rehabilitating the disabled under the terms of the Vocational Training Co-ordination Act as amended in 1954 (L.G., Sept., p. 1294). Eight provinces, including Prince Edward Island, have now signed such agreements with the federal Government.

Under these agreements the federal Government will share equally with the provincial government certain costs of approved projects. Each provincial government agrees to appoint a co-ordinator who will be chairman of an inter-departmental committee at the provincial level and a liaison between the provincial government and the national co-ordinator. One of the important duties of the provincial co-ordinator is to organize a case-finding and case-referral system within the province. The agreement further provides that the

facilities of the National Employment Service shall be available for placing the disabled in suitable employment.

Under the agreement with Prince Edward Island, the maximum amount which the federal Government was to contribute in the fiscal year ending March 31, 1954, was $15,000. The agreement is effective to March 31, 1958. The maximum amount of the federal contribution is to be authorized by the Governor in Council each year.

Appended to the agreement is Schedule R which sets out the ways in which the training program carried on under the Vocational Training Agreement may be adapted to the needs of the disabled. The federal Government will share the costs of longer training periods than those normally provided, special living allowances and special travelling allowances which are deemed necessary for a disabled person taking training. Established schools are to be used where possible but training on the job may be authorized with an employer who can provide employment on completion of training; in exceptional cases individual instruction may be provided. Where the number of trainees justifies such action, and where suitable training is not otherwise available, special training classes may be provided.

All cases for training must be approved by a provincial committee appointed by the provincial department administering the agreement, consisting of at least three persons including one representing that department and one representing the federal Government, with the provincial co-ordinator as chairman. Competent medical advice is to be obtained to make sure that training or subsequent employment will not be detrimental to the trainee.

The Prince Edward Island Act imparts to the agreement the force of law by stating that the Minister of Education, with the approval of the Lieutenant-Governor in Council, may enter into and execute on behalf of the provincial government the agreement which is appended in a schedule. It defines "rehabilitation" as the restoration of the disabled to the fullest physical, mental, social, vocational and economic usefulness of which they are capable. It also empowers the Lieutenant-Governor in Council to appoint a provincial co-ordinator.

# Legal Decisions Affecting Labour

**Saskatchewan and British Columbia courts review decisions of Boards on questions of decertification and constitution of bargaining unit**

In Saskatchewan, the Court of Appeal issued an order of *mandamus* directing the Labour Relations Board to reconsider an application for decertification of a bargaining agent which it had refused. The Court held that the Board's decision was not properly based on the evidence before it but on extraneous considerations.

The British Columbia Supreme Court dismissed an application to quash a certification order, holding that the Labour Relations Board had authority to certify a bargaining agent for a unit of several but not all of a company's plants.

## Saskatchewan Court of Appeal . . .

**. . . directs Labour Relations Board to determine application for decertification according to law**

On May 31 the Saskatchewan Court of Appeal granted the application of a retail store and some of its employees for a writ of *mandamus* to direct the provincial Labour Relations Board to reconsider a request for decertification of the employees' bargaining agent. The Court held that the Board's refusal to revoke the union's certification was based on extraneous considerations.

Separate reasons for the judgment were given by Mr. Justice Gordon and Mr. Justice Procter. Mr. Justice McNiven concurred with Mr. Justice Procter. The Chief Justice and Mr. Justice Culliton dissented.

The facts, as set out in the reasons for judgment, were as follows. On January 13, 1953, the Saskatchewan Labour Relations Board issued an order stating that the employees of the F. W. Woolworth Company's store in Weyburn constituted an appropriate bargaining unit and that the Saskatchewan Joint Board Retail, Wholesale and Department Store Union represented a majority of employees in the unit, and requiring the company to bargain collectively with representatives of that union. On June 11 of that year, a group of employees claiming to represent a majority of the unit applied to the Board

for decertification of the union. They were told that the application was premature and that they should renew it at the end of the year.

Another application for decertification was made by 12 out of the 18 employees in the unit on January 5, 1954. When it was filed, the secretary of the Board sent a copy to the company as required by Section 7 of the Board's rules, since it had "a direct interest in the matter".

At the hearing on February 9 and 10 counsel for the union contended that the second application should be dismissed as premature. He referred to Section 26 of the Saskatchewan Trade Union Act, which provides that where a collective agreement is in effect a union may not apply for certification until 10 months of the term of the agreement have expired. He pointed out that since the union's certification the Board had several times found the company guilty of unfair labour practices.

On April 25, 1953, the manager of the store and a floor woman had been found guilty of using coercion with a view to discouraging membership in the union and of interfering with the selection of the union as the employees' bargaining agent. On September 3, 1953, the Board found that the company and the manager had failed to bargain collectively and ordered them to do so. On December 11, 1953, the Board found that the company had failed to bargain collectively and had interfered with the rights of employees under the Act by counselling them not to join the union and threatening them with discrimination if they should become union members. Two other complaints against the company were heard at the same sitting. A complaint that an employee had been discriminatorily discharged was withdrawn when the company agreed to pay the employee her loss in wages. Another complaint, found to be established, was that the company had retained in employment three new employees who had failed to apply for membership in the union within 30 days after hiring in violation of Section 27 of the Act. (Section 27 provides that, where it is requested by a union representing the majority of employees in a bargaining unit, a clause requiring as a condition of employment that union members retain their membership and new employees join the union within 30 days must be included in a collective agreement, and that whether or not there is an agreement in force the terms of the clause must be carried out by the employer.) The Board ordered the company to refrain from engaging in that unfair labour practice.

Counsel for the employees objected that this evidence as to the company's unfair labour practices was immaterial. Counsel for the company then filed as evidence a letter from the Board dated October 15, 1953, informing him that a complaint against the company of failure to bargain had been dismissed, and a letter he had sent to the union, after the Board's order of December 11 finding the company guilty of failure to bargain, in which he had expressed his willingness to bargain in spite of his opinion the union no longer represented a majority of the employees.

Counsel for the union then called as witnesses four of the employees who had joined in the application for decertification. The evidence disclosed that in April and May, 1953, there had been a strike called against the company, that a number of employees had refused to strike and had received a bonus of $5 a week which was continued after the strike had ended.

The Board rejected the union's view that the application for decertification was premature but dismissed the application on the ground that it was that of the employees in form only and was really made by the company. The reasons for decision issued by the majority of the Board also stated that the applicants had failed to establish that the union had lost the support of the majority of employees in the unit.

The Board's decision in the matter was given on March 9, 1954. On April 7, the company and the employees who had made the application to the Board commenced proceedings to obtain a writ of *mandamus* to direct the Board to exercise its jurisdiction to rescind the union's certification.

In his reasons for judgment, Mr. Justice Procter considered the objection of counsel for the Board that the Court had no right to review the proceedings of the Board in any manner because of Section 17 of the Act, which reads:

> There shall be no appeal from an order or decision of the Board under this Act, and the Board shall have power to determine any question of fact necessary to its jurisdiction, and its proceedings, orders and decisions shall not be reviewable by any court of law or by any *certiorari, mandamus,* prohibition, injunction or other proceeding whatsoever.

As authority for the power of the Court to review the proceedings of the Board notwithstanding this provision Mr. Justice Procter cited many decisions, including

*Toronto Newspaper Guild* v. *Globe Printing Co.* (L.G., Aug. 1953, p. 1174), *In re Canada Safeway Ltd. and Labour Relations Board* (L.G., Aug. 1953, p. 1170), *Smith and Rhuland Ltd.* v. *Reg. ex rel Andrews* (L.G., Aug. 1953, p. 1172 and *In re B.C. Hotels Assn. and Labour Relations Board* (L.G., July, p. 1018).

His Lordship then considered the objection of counsel for the union that the company could not join in making the application for decertification. He reviewed what had occurred in 1953 after the union had been certified. A strike had taken place, which the company claimed to be an illegal strike, in which great bitterness developed between the employees who favoured the union and those who opposed it and continued to work during the strike. The company claimed that the union did not represent a majority of the employees and that under Section 3 of the Act the majority had a right to choose their own bargaining representatives. It further contended that it was not required to bargain with the union under Section 8 of the Act, which requires an employer to bargain with a union representing the majority of employees in a unit, and that to do so would infringe upon the rights granted to employees by Section 3. As a result the company had been charged with various unfair labour practices and on some of the charges had been found guilty.

In view of the bitterness that had developed between the two groups of employees and the wide powers given to the bargaining agent under the Act, Mr. Justice Procter considered that the company had a vital interest in having the question of representation of their employees settled, in having harmony again among the employees, and in protecting itself from charges of unfair labour practices. He found that the company did have a standing to make the application for decertification of the union.

His Lordship then proceeded to deal with the merits of the application. He stated that the underlying principle of the labour relations legislation enacted by the provinces was to create and maintain industrial peace. He stated that none of the other provincial Acts contained a section such as Section 3 of the Saskatchewan Act, which reads:

> Employees shall have the right to organize in and to form, join or assist trade unions and to bargain collectively through representatives of their own choosing, and the representatives designated or selected for the purpose of bargaining collectively by the majority of employees in a unit appropriate for such purpose shall be the exclusive representatives of all employees in such unit for the purpose of bargaining collectively.

In His Lordship's view, the express intention of this section was that the individual rights of employees should be particularly safeguarded so that changes in those employed might be reflected in change of their bargaining representatives.

To attain the object of the Act the Board must exercise its discretion fairly and not be influenced by extraneous matters. It was for the purpose of seeing that administrative tribunals exercised their functions in accordance with these principles that the courts reviewed their proceedings.

In Mr. Justice Procter's view, a careful study of the evidence produced before the Board failed to establish either ground given by the Board for its refusal to decertify the union. He quoted from the reasons for decision given by the chairman of the Board. The majority of the Board was satisfied that the employees would not have made their two applications for decertification without the moral and financial help of the employer. His Lordship stated that the testimony of the applicant employees that they had received no financial or legal assistance from the company had remained unshaken in spite of vicious cross-examination by counsel for the union at the hearing before the Board. The chairman of the Board noted that no arrangements had been made by the employees for paying their counsel. His Lordship stated that the arrangement made by counsel for payment for his services was an entirely irrelevant matter and that many lawyers frequently gave assistance to inpecunious clients with little hope of remuneration. The chairman also mentioned the employer's co-operative attitude in the matter of time off and transportation for the employees to confer with counsel and attend hearings, an alleged loan made by the employer to one of the employees towards his transportation expenses, the accessibility of the employer's counsel to the employees, and the employer's eagerness to gain the objective of the applicant employees. Mr. Justice Procter considered that the chairman had distorted the evidence before the Board in a manner which went far to justify the allegation of bias. The chairman also mentioned "the petty and insubstantial reasons offered by some of the applicants for seeking decertification". In His Lordship's view, this statement indicated an arbitrary disposal of employees' rights under Section 3 of the Act rather than a fair judicial appraisal.

The second ground for the decision of the majority of the Board was that the applicants had failed to establish that the

union had lost its majority support among the employees. The evidence showed that out of 19 employees in the store 13 signed the application for decertification. The Board disqualified three of these because they were new employees who had failed to join the union within 30 days of hiring as required by the Trade Union Act when requested by the bargaining agent. On December 18, 1953, the Board had found that the company was committing an unfair labour practice by retaining them in its employ and ordered the company to discharge them unless they joined the union. In the opinion of the majority of the Board, it would have been farcical to cater to their wishes regarding conditions of employmen when they had no right to be employed there.

Mr. Justice Procter stated that Section 3 of the Act did not require employees to be members of a union before they had the right to choose bargaining representatives. Employees who were not union members had the right to choose their bargaining authority, which need not be a union.

The Board decided also that two employees who had been employed by the store for less than a week should not have a vote in determining whether or not the union should continue to represent *bona fide* and permanent employees of the company. Counsel for the company had claimed that the Board's finding was not in accordance with the facts shown by the company's employment records but the Board did not wait to see these. Mr. Justice Procter stated that in any case he found nothing in the Act requiring an employee to be employed by a company for any particular period before acquiring the rights given him by Section 3 of the Act to take part in choosing a bargaining agent. His Lordship considered that at the very least 10 out of 19 employees wished the union decertified.

He concluded that the Board, in refusing to consider the wishes of these applicants, was not acting within the jurisdiction given by the Act but was acting arbitrarily and without legal justification. If any doubt existed as to the wishes of the majority of the employees a vote could have been held. By its refusal to decertify the union, the Board was denying to the employees the rights guaranteed to them by the Trade Union Act and the Saskatchewan Bill of Rights Act. His Lordship considered that once the Board had determined after a proper inquiry that the majority of the employees wished to change their bargaining representative it had no power to refuse to rescind its certification order.

Chief Justice Martin, with whom Mr. Justice Culliton concurred, said in his dissenting opinion that the section of the Trade Union Act which empowered the Board to make orders and to rescind its orders was permissive and conferred a discretion upon the Board. He referred to a British case, *Julius* v. *Oxford (Bishop)* [1880], in which it was held that the words "it shall be lawful" in a statute are words of permission only but that in order to determine whether they create a duty to exercise the power conferred regard must be had "to the subject matter, the general objects of the statute and to the person or class of persons for whose benefit the power may be intended to have been conferred". His Lordship considered that the words "the Board shall have power" in the Saskatchewan Trade Union Act should be construed in this way. The Board was given a discretion in the exercise of its powers under Section 5. Generally speaking, the powers conferred necessitated an inquiry and an application to rescind a certification order would require a careful inquiry and the consideration of evidence before a conclusion could be reached. The Board, after examining the evidence and hearing the testimony of witnesses, had concluded that the application for certification was that of the employees "in form only" and that the applicants had failed to establish that the union had lost its support.

In view of the union's contention that the application was in fact made by the company, a consideration of the company's record in its attitude to the union was not irrelevant, the Chief Justice held. He was not prepared to say that there was no evidence before the Board to warrant its conclusion. Moreover, he was of the opinion that *mandamus* could not be issued because the Board, acting judicially, had in fact heard and determined the matter. It could not be said that the Board had not properly exercised its jurisdiction or that extraneous matters had been taken into account. For these reasons he would have dismissed the application.

The Court quashed the Board's order and directed the Board to proceed to determine the application for decertification according to law. *Regina ex rel F. W. Woolworth Company Limited and Slabick et al* v. *Labour Relations Board* [1954] 13 WWR (NS) 1.

## British Columbia Supreme Court...

**... dimisses application to quash certification of union as bargaining agent for multi-plant unit**

On August 4 the British Columbia Supreme Court dismissed the application of a canning company for a writ of *certiorari* to quash an order of the provincial Labour Relations Board certifying a union as bargaining agent for employees in several of the company's plants throughout the province. The Court held that the Board was not required to choose between a bargaining unit including employees in all the company's plants and separate units for each plant but could certify a bargaining agent for whatever unit it considered appropriate.

The judgement was given by Mr. Justice Coady. The company, Canadian Canners (Western) Ltd., applied to quash the order made by the Board on June 11, 1954, certifying four locals of the United Packinghouse Workers of America as the bargaining authority for a unit composed of the company's employees in seven different plants.

An earlier application by the union to be certified as the bargaining agent for a multi-plant unit had been rejected by the Board on April 6, 1954. The reason given was that the application was for a unit that did not include all the employees in the trade in all the operations of the employer throughout the province. Mr. Justice Coady stated that in giving that reason the Board obviously had in mind Section 12(9) of the Industrial Conciliation and Arbitration Act, which read:

> Where an employer has separate operations in progress in different parts of the Province, if an application for certification of a bargaining authority for the employees in any trade is made, the Board may, if in its opinion the circumstances warrant such action, certify a bargaining authority for all the employees in that trade in all the operations of the employer throughout the Province.

The Board could have rejected the second application for the same reason but it did not see fit to do so. His Lordship noted that Section 58(2) of the Act specifically authorized the Board to reverse its previous decisions. He quoted a statement from the judgment in *Re Hotel and Restaurant Employees' International Union, Local 28* [1954] (L.G., April, p. 561) to the effect that there is no reason why the Board may not vary or revoke its orders at any time, provided that the variation or revocation remains within the structure of the statute and does not offend the principles of substantial justice and that all interested parties are given the opportunity to be heard.

This reversal by the Board of its former decision gave rise to the submission made by counsel for the company that the earlier decision was legally right and the subsequent decision legally wrong. He contended that the Board could grant certification for a unit of all the employees in all the operations of the company throughout the province or, alternatively, could grant separate certifications for each operation but that it had no authority to do what had been done in this case, namely, to certify a bargaining agent for all the employees of some of the plants only.

Mr. Justice Coady considered that the subsection referred to was permissive and could not derogate from the other powers expressly conferred on the Board by the Act. Even giving the provision the suggested interpretation, it could very well be argued that it implied a jurisdiction to certify a bargaining agent for all the employees in some of the operations of the employer on the principle that the greater includes the less. He was of the opinion, however, that quite apart from this section, the Act expressly conferred on the Board the authority it had exercised in this case. The Act specifically provided that the Board had authority to determine whether a bargaining unit was appropriate and that its decision on the question was final and conclusive.

He considered that Section 12(9) could not be interpreted as counsel for the company suggested. It was intended to provide for separate certification for all employees engaged in a particular *trade* in all the employer's plants. The use of the words "in any trade" showed what the Legislature intended in this subsection, and intepreted in this way the subsection had no application to the certification granted in this case.

Another objection made by the company was that one of the plants should not have been included in the unit because there were no employees there at the time the certification order was made. His Lordship stated that the evidence did not support that claim.

The company's application to quash the Board's order was dismissed. *Re Canadian Canners (Western) Ltd.* [1954] 4 DLR 78.

# Recent Regulations under Provincial Legislation

## Watch-repairing is brought under British Columbia Apprenticeship Act
## New apprenticeship regulations are issued for two trades in Alberta

Watch-repairing has been added to the schedule of trades under the British Columbia Apprenticeship Act.

Experienced sheet metal workers, painters and decorators in Alberta may now apply for certificates of qualification in their trades under the Apprenticeship Act. Persons over 21 years of age are now eligible to become apprentices in these trades.

Further restrictions on the employment of minors on licensed premises were made in Nova Scotia.

### Alberta Apprenticeship Act

The regulations under the Apprenticeship Act for the painting and decorating trade and for the sheet metal trade were replaced and now include provisions for the issue of certificates of qualification to persons on the basis of their experience in the trade. An upper age limit for entering upon apprenticeship is no longer specified.

New sections in the regulations for both the painting and decorating trade and the sheet metal trade provide that certificates of qualification may be issued, upon application, to persons engaged in either trade who are able to submit proof of proficiency and who have had at least four years' qualifying experience before September 20, 1954. However, unless a journeyman applies for such a certificate within 180 days from that date, he will be required to take an examination. If he fails in the examination, he will be given appropriate standing as an apprentice and may then complete his training as an apprentice.

Sixteen years continues to be the minimum age for an apprentice but there is no longer an upper age limit of 21 years.

The rates of pay for apprentices are set as the same proportion of journeymen's rates as under the previous regulations (L.G., 1949, p. 1572 and January 1954, p. 121).

The length of the apprenticeship period continues to be three and a half years, including the three months' probationary period, for painting and decorating and four years, in addition to any probationary and basic training period, for the sheet metal trade.

The regulations, approved on September 20 by O.C. 1283-54 (painting and decorating) and O.C. 1284-54 (sheet metal), were gazetted September 30.

### British Columbia Apprenticeship Act

By an Order in Council of September 21, gazetted November 4, the trade of watch-repairing was added to Schedule A of the British Columbia Apprenticeship Act as one of the trades to which the Act applies. All contracts of apprenticeship in these trades must be made in accordance with the provisions of the Act.

### Nova Scotia Liquor Control Act

A provision contained in amendments to the regulations under the Nova Scotia Liquor Control Act forbids the holder of a hotel dining room, hotel tavern or tavern licence to permit any person under 21 years of age to handle or serve beer or wine. Another change is that the sections setting out the conditions of qualification for a tavern waiter's licence now include the requirement that an applicant must be at least 21 years of age.

Previously, the regulations merely prohibited the employment of minors in taverns or hotel taverns during hours of sale. The prohibition of their employment in hotel dining rooms is new.

The amendments were made on August 30 and gazetted October 13.

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### Marcel Francq Resigns from Quebec Industrial Relations Commission

Marcel Francq, labour representative on the Quebec Industrial Relations Commission, last month announced his decision to resign from that provincial government body.

A former president and secretary of the Quebec Federation of Labour (TLC), Mr. Francq has served as a member of the Commission since 1951.

The son and grandson of well-known labour leaders, he gave as the reason for his resignation his desire to play a more active part in the labour movement. He did not specify which union he intends to join.

# Selected Decisions of Umpire under the Unemployment Insurance Act

## Decision CU-B 1078, September 20, 1954

**Summary of Facts**—The claimant, an employee of a rubber company, filed a renewal claim for benefit on November 26, 1953, following a mass lay-off.

According to his duly signed weekly reports (forms UIC 489), he continued to work for the above employer on November 30, December 1, 2, 3, 4, 7, 8 and 9, 1953, and reported "sick" from December 10, 1953, the date on which he was admitted to a hospital for a hernia operation, until January 23, 1954, inclusive.

On the evidence before him, the insurance officer found that the claimant had become incapable of work by reason of illness on a day in respect of which he was not entitled to benefit because of his being regularly employed by the same employer within the meaning of Section 37(1)(a)(ii) of the Act on December 10, 1953. Therefore, he denied him the right to avail himself of the exemption afforded by subsection (3) of Section 29 and disqualified him pursuant to subsection (1)(b) of the same section.

From the decision of the insurance officer, the claimant appealed to the court of referees on the ground that he had been misinformed by the local office manager regarding his right to draw unemployment insurance benefit and workmen's compensation at the same time.

The court of referees, after hearing his testimony that he had been misinformed by the local office of the Commission "regarding the non-compensable day prior to his operation for hernia", decided that he was "entitled to the benefit of the doubt in this connection" and unanimously allowed his appeal.

From this decision, the insurance officer appealed to the Umpire mainly on the following grounds:

> Ignorance of the law is no excuse but even had the claimant known that the first day of unemployment would be non-compensable and had postponed his operation until a day that would not affect his eligibility for sickness benefit that does not alter the facts. On his own admission he was ill on the first day of unemployment, a day for which he was not entitled to benefit, and it is this fact that the court of referees overlooked."

The claimant also submitted a brief to the Umpire.

**Conclusions**—The question which I am asked to decide is whether, on December 10, 1953, the claimant fulfilled all the conditions of entitlement to benefit, except that he had become incapable of work because of illness or injury.

Subsection (1) of Section 37 amongst other things and in substance provides that an insured person who is regularly employed by the same employer for a period of three days or less, consecutive or not, in a week, is not entitled to benefit for the first day of unemployment following that period in any claim week.

In the present case, the claimant was laid off on November 25, 1953, and was employed by the same employer for five days in the week commencing on November 30 and for three days in the week commencing on December 6. Under these circumstances, I find that the claimant was regularly employed by the same employer within the meaning of the Act in the latter-mentioned week and that, therefore, he was not entitled to benefit in respect of December 10, 1953, as it was the first day of unemployment following his three consecutive days of employment in that week, namely, December 7, 8 and 9.

Inasmuch as the claimant was admitted to a hospital for a hernia operation on December 10, 1953, it is now obvious that he became incapable of work on a day in respect of which he was not entitled to benefit and, therefore, could not avail himself of the exemption afforded by subsection (3) of Section 29 of the Act, which reads as follows:

> No person who has become entitled to receive benefit under this Act and who has afterwards, while his entitlement would otherwise continue, become incapable of work by reason of illness, injury or quarantine, shall, notwithstanding anything in this Act, be disqualified from receiving such benefit only by reason of such illness, injury or quarantine.

The claimant's contention that he was misinformed as to his rights by the manager of the local office is not substantiated by the evidence, and even if it were established that wrong information had been given to him, it would not affect the question at issue. His entitlement to benefit in respect of December 10, 1953, is based on facts, and notwithstanding my sympathy for the claimant, I have no alternative but to adhere to these facts.

The appeal is allowed.

## Decision CU-B 1081, September 20, 1954

**Summary of Facts**—The claimant filed an application for benefit on May 17, 1954, and stated therein that he had been employed as a pharmacist in a drug store at Edmonton, Alta., from September 1, 1952, to May 15, 1954, when he voluntarily left because he planned to enter into business on his own account as a drug store proprietor in Drayton Valley, Alta.

On May 25, 1954, he informed the local office of the Unemployment Insurance Commission that when he left the said employment on May 15, he was reasonably well assured that the building which he would use was to be available almost immediately, but he had since found that, owing to bad roads and a shortage of materials, it would not be ready for occupancy for two or three months, and as a consequence he was available for work in the meantime.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit for an indefinite period as from May 17, 1954, on the ground that, having voluntarily left his employment to engage in business on his own account, he was considered to be not available for work within the meaning of Section 29(1)(b) of the Act.

From the decision of the insurance officer, the claimant, on May 27, 1954, appealed to a court of referees, contending that he was available for work and, as evidence thereof, was seeking employment through a newspaper in Edmonton and the local office of the Commission in that city. He also stated that there was some uncertainty whether his proposed business undertaking would ever materialize as up to that time no attempt had been made to construct the building.

The court of referees, after hearing the claimant in Edmonton, Alta., on June 2, 1954, by a majority finding maintained the decision of the insurance officer. The dissenting member of the court was of the opinion that the claimant had shown just cause for voluntarily leaving his employment and that he was "now" available for work within the meaning of the Act.

On June 10, 1954, in his appeal to the Umpire from the decision of the court of referees, the claimant stated that he had "given up the idea of going into business for (himself)" and that he expected to obtain employment as a pharmacist in the near future.

**Conclusions**—The court of referees rightly found that the claimant had shown just cause for voluntarily leaving his employment on May 15, 1954, and that he was not available for work on the date on which he filed his claim for benefit.

The claimant's decision in February to quit his employment in May proved to have been a dubious step, but it seems that we would be ill-advised to penalize him for what can hardly be termed an error of judgment and could not be followed through chiefly because of an unfortunate and almost unforeseeable set of circumstances.

He was not available for work on May 17, 1954, not so much because of his intention to commence a business on his own account, but chiefly because of the fact that, having left his employment to carry out such intention, he thereby showed that he was no longer interested in obtaining employment under a contract of service and/or that the time which he could now devote to this latter kind of work had no merchantable value in the labour market.

However, the claimant's statements of May 25 and May 27 seem to indicate that, for a reasonable period of time, he would again be interested in employment under a contract of service and would not be actively engaged in carrying out his business venture. As it is more than likely that, in a city of the size of Edmonton, employment could be obtained of the kind for which he had registered at the local office and advertised in a local newspaper, I am prepared to give him the benefit of the doubt as to his availability from the date of his last statement.

The appeal is allowed to the extent that the claimant was available for work as from May 27, 1954, provided that he has fulfilled all the other requirements of the Act and the regulations thereunder.

# Monthly Report on Operation of the Unemployment Insurance Act

**Moderate decline during September in initial and renewal claims for benefit, statistics* show, but total much higher than year earlier**

There was a moderate decline in the number of initial and renewal claims for unemployment insurance benefit recorded during September but the total was considerably higher than of September 1953.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 109,548 claims were filed in local offices across Canada during September, compared with 112,659 in August and 85,623 in September 1953.

Ordinary claimants on the live Unemployment Insurance register on September 30 numbered 187,745 (138,415 males and 49,330 females), in comparison with 191,258 (141,489 males and 49,769 females) on August 31 and 119,381 (85,089 males and 34,292 females) on September 30, 1953. On September 30, short-time claimants totalled 23,661, while 3,011 were on temporary lay-off.

Adjudicating officers disposed of 110,207 initial and renewal claims during September, entitlement to benefit being granted in 90,798 cases. Of the 24,578 cases in which claimants were not entitled to benefit (this figure includes 5,169 cases of disqualification arising from revised claims), 9,314 were on behalf of claimants unable to satisfy the minimum contribution requirements. Chief reasons for disqualification were: "voluntarily left employment without just cause" 5,154 cases; "not unemployed" 2,394 cases; and "not capable of and not available for work" 2,278 cases.

New beneficiaries during September totalled 78,225, compared with 77,150 in August and 55,802 in September 1953.

During September, $12,397,571 was paid in respect of 3,974,847 days (including 74,121 disability days), in comparison with $12,066,717 and 3,921,598 days (including 75,467 disability days) for August and $6,739,427 and 2,230,702 days (of which 22,827 were disability days) for September 1953.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

An estimated 158,923 beneficiaries received $2,754,045 in compensation for 880,389 days (of which 17,494 were disability days) during the week September 25-October 1, while during the week August 28-September 3 an estimated 153,241 beneficiaries received $2,713,561 in compensation for 876,441 days (including 16,662 disability days). For the week of September 26-October 2, 1953, beneficiaries numbering 92,535 received $1,560,169 in compensation for 513,560 days (including 6,325 disability days).

The average daily rate of benefit was $3.13 for the week September 25-October 1, $3.10 for the week August 28-September 3 and $3.04 for the week September 26-October 2, 1953.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September show that insurance books or contribution cards have been issued to 4,271,421 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1954.

At September 30, employers registered numbered 264,355, an increase of 1,728 during the month.

*See Tables E-1 to E-6 at back of book.

### Rock-Bottom Unemployment in New Zealand

For more than a decade, persons registered as unemployed in New Zealand have usually numbered fewer than 100; most of these are unemployable.

# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during October

### Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 166 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 158 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:—

| Department | No. of Contracts | Aggregate Amount |
|---|---|---|
| Defence Production | 95 | $160,950.00 |
| Post Office | 8 | 43,153.63 |

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

## Wage Claims Received and Payments Made during October

During October the sum of $1,063.67 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the five employees concerned.

## Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Bishop Beckwith N S:* Hennessy & Spicer Ltd, construction of dyke; Hennessy & Spicer Ltd, construction of drainage system. *Between Portage la Prairie & St Francois-Xavier Man:* John Lysenko and T R Clark, dyke construction along Assiniboine River. *The Pas Man:* J S Quinn Construction Co Ltd, construction of dam on Pasquia River. *Near Elbow Sask:* Prairie Construction Co Ltd, construction of conveyance system to conduct water from South Saskatchewan River to Buffalo Pound Lake. *Near Hays Alta:* A N Duff, excavating & enlarging 15 mile section of main canal on Bow River project.

### Central Mortgage and Housing Corporation

*Halifax N S:* Bedard-Girard Ltd, *installation of fire alarm system. *Tuft's Cove N S:* Parker Bros Ltd, exterior painting, Central Heating Plant. *Val d'Or P Q:* Paquin Construction Co Ltd, *repairs to foundations. *Brockville Ont:* Fort Construction & Equipment Ltd, construction of housing units, walks & drives. *Clinton Ont:* Bryers Construction Co Ltd, construction of housing units. *Deep River Ont:* M Sullivan & Son Ltd, construction of school & services. *Downsview Ont:* Evans Contracting Co, site improvements. *Ottawa Ont:* Maurice Savard, interior redecoration, Strathcona Heights. *Owen Sound Ont:* John Inglis Co Ltd, *supply of hot water tanks. *Pembroke Ont:* M J Sulphur & Sons Ltd, construction of housing units. *Portage la Prairie Man:* Bilodeau & Heath Co Ltd, construction of extension to school. *Winnipeg Man:* Peter Leitch Construction Ltd, construction of CMHC regional office bldg. *Saskatoon Sask:* Norman H Woods & Assoc Ltd, landscaping. *Calgary Alta:* Poole Construction Co Ltd, construction of housing units; Borger Bros Ltd, construction of roads, sewer & water services; Canadian Natural Gas Co Ltd, construction of gas distribution system. *Claresholm Alta:* North West Electric Co Ltd, construction of electrical distribution system; Canadian Western Natural Gas Co, *installation of gas distribution system. *Cold Lake Alta:* Mix Brothers Construction Co Ltd, construction of roads & drives to school. *Edmonton Alta:* Burns & Dutton Concrete & Construction Co Ltd, extension & construction of auditorium to existing school. *Penhold Alta:* Poole Construction Co Ltd, construction of housing units; Sunley Electric Co Ltd, construction of electrical distribution system. *Wainwright Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of school; Inland Gas & Oil Co, supply & installation of gas distribution system. *Prince George B C:* Central Contractors Ltd, construction of housing unit. *Vancouver B C:* Holland Landscapers, *landscaping.

### Defence Construction (1951) Limited

*Bedford Basin N S:* Fundy Construction Co Ltd, repair to underground heating distribution system, new area; Fundy Construction Co Ltd, repair to underground heating distribution system, old area. *Chatham N B:* Modern Construction Ltd, rehabilitation of underground steam distribution system; W R McLaughlin Ltd, construction of bldgs, including access roads, drainage & fencing. *Casey P Q:* A Janin & Co Ltd, construction of bldgs. *Hull P Q:* Universal Electric, rewiring & relighting of Armoury. *Lachine P Q:* Charles Duranceau Ltee, construction of addition to naval test plant. *Longueuil P Q:* Walter G Hunt Co Ltd, construction of pump house, water storage tank, etc, for fire protection system. *Valcartier P Q:* Napoleon Trudel & Fils Ltee, construction of lecture training bldg, garage & guard house. *Ville La Salle P Q:* Francis Hankin Co Ltd, construction of incinerator. *Clinton Ont:* Warren Bituminous Paving Co Ltd, construction of concrete curbs & sidewalks & asphalt surfacing roads & parking area. *Cobourg Ont:* H J McFarland Construction Co Ltd,

construction of lighting system & re-surfacing of hardstanding areas, 26 COD. *North Bay Ont:* Bennett-Pratt Ltd, construction of additions & modifications to two hangars. *Uplands Ont:* H J McFarland Construction Co Ltd, construction of roads & parking areas. *MacDonald Man:* Tallman Construction Co Ltd, station road repairs. *Dundurn Sask:* Piggott Construction Ltd, construction of Ordnance ammunition magazines & services. *Edmonton Alta:* Northwestern Utilities Ltd, extension of natural gas distribution system; Mannix-O'Sullivan Paving Co Ltd, repairs & surfacing of station roads & construction of curb. *Namao Alta:* P W Graham & Sons Ltd, construction of guard house. *Penhold Alta:* Alexander Construction Ltd, construction of underground steam distribution service. *Wainwright Alta:* Provincial Engineering Ltd, construction of fire alarm system. *Comox B C:* C J Oliver Ltd, construction of roads & parking areas.

## Building & Maintenance

*Summerside P E I:* Richards-Wilcox Canadian Co Ltd, repairs to steel doors of hangars. *Moncton N B:* New Brunswick Wire Fence Co Ltd, construction of security fencing, Lakeburn Detachment, No 5 Supply Depot. *Sherbrooke P Q:* Allied Building Services Ltd, cleaning, repointing, repairs & waterproofing, Belvedere Armoury. *Barriefield Ont:* M Sullivan & Son Ltd, installation of wall tile replacement. *Camp Borden Ont:* Brant Construction Co Ltd, construction of concrete floors, drill halls. *Downsview Ont:* H H Sutton, grading, seeding & sodding. *Falconbridge Ont:* H H Sutton, grading, seeding & sodding. *Ottawa Ont:* Automatic Sprinkler Co of Canada Ltd, installation of sprinkler system in bldg 7, Victoria Island; Shore & Horwitz Construction Co Ltd, supply & construction of steelox type storage bldg & outside services, CSRDE. *Rockcliffe Ont:* Shore & Horwitz Construction Co Ltd, installation of underground steam distribution system extensions. *Trenton Ont:* W A Moffatt Co, application of bonded roof on hangar No 8. *Chilliwack B C:* R H Neven Co Ltd, interior painting, RCSME. *Ladner B C:* Columbia Bitulithic Ltd, repair & flush coating of roads. *Sea Island B C:* C J Oliver Ltd, permanent sub-floor replacement in bldgs.

## Department of Defence Production

*Bedford N S:* Purdy Bros, retubing water tube boilers, Central Heating Plant, Magazine. *Toronto Ont:* Robert Simpson Co Ltd, interior decoration of main house at RCAF Station, 1107 Ave Road. *Esquimalt B C:* G H Wheaton Ltd, renovations & alterations, Bldg ♯38, HMCS "Venture"; Griffin & Orpwood Ltd, installation of steam heating system in Bldg ♯38, HMCS "Venture". *Yellowknife NWT:* A Mitchell, interior painting of Army bldgs.

## Department of Justice

*St Vincent de Paul P Q:* Labrador Construction Co Ltd, erection of administrative offices bldg, A-12; Labrador Construction Co Ltd, construction of farm dormitory bldg, B-16. *Kingston Ont:* T A Andre & Sons Ltd, demolition & reconstruction of dome, bldg B-1. *Stony Mountain Man:* Claydon Construction Co, erection of boiler house.

## National Harbours Board

*Three Rivers Harbour P Q:* Page Equipment & Construction Co Ltd, paving at section 3.

## Department of Northern Affairs and National Resources

*Baddeck N S:* M R Chappell, construction of museum bldg. *Near Neils Harbour N S:* Trynor Construction Co Ltd, surfacing of 19·5 miles of Cabot Trail, Cape Breton Highlands National Park. *Quebec City P Q:* Magloire Cauchon Ltd, repairs to substructure of Dufferin Terrace. *St Lawrence Islands National Park Ont:* A F Simpson, construction of warden's residence & detached garage, Mallorytown Landing. *Lower Fort Garry Man:* A M Tallman, construction of parking lot. *Banff National Park Alta:* Larwill Construction Co, construction of combined caretaker's residence & heating plant. *Waterton Lakes National Park Alta:* Wm Tomchuk, construction of structural steel reinforced concrete bridge & highway approaches thereto over Belly River, Chief Mountain Highway. *Kootenay National Park B C:* H C Davies, replacement of Hawk Creek Bridge, Banff-Windermere Highway; Stange Construction Co Ltd, construction of concrete block garage at new maintenance compound. *Mount Revelstoke National Park B C:* Miller Cartage & Contracting Ltd, construction of access road. *Yoho National*

*Park B C:* The Square M Construction Ltd. construction of superstructure for steel truss bridge over Kicking Horse River, Yoho Valley Road. *Fort Smith N W T:* Yukon Construction Co, construction of houses.

## Department of Public Works

*St John's Nfld:* Allied Construction Co Ltd, repairs & painting, HMCS Dockyard. *Rustico Harbour P E I:* R A Blyth, harbour development. *Souris P E I:* County Construction Co Ltd, breakwater repairs. *Valleyfield Nfld:* Gulf Maritime Construction Ltd, construction of wharf. *Arisaig N S:* Tidewater Construction Co Ltd, *dredging. *Bridgewater N S:* Acadia Construction Ltd, reconstruction of town wharf. *Fourchu N S:* Campbell & McIsaac, wharf repairs. *Long Cove N S:* L G Rawding Construction Ltd, breakwater repairs. *Pictou N S:* W C Wetmore Division of Ferguson Industries, construction of boiler house & installation of heating equipment in freight shed, Pier "C". *Sydney N S:* M F MacLean, general repairs & painting, Administration Bldg, Old Naval Base. *Yarmouth N S:* Kenney Construction Co Ltd, erection of public bldg. *Edmundston N B:* Guay Construction Co, alterations & improvements, public bldg. *Fredericton N B:* J E Wilson Roofing Co Ltd, copper roof & insulation "J" Division, RCMP Headquarters Bldg. *Richibucto N B:* Diamond Construction Co Ltd, wharf repairs (public wharf). *Gatineau P Q:* Wm D'Aoust Construction Ltd, additions & alterations to public bldg. *L'Anse Millerand P Q:* Les Entreprises de l'Est Ltee, breakwater extension. *Lauzon P Q:* Geo T Davie & Sons Ltd, *construction of scows. *Les Eboulements P Q:* Captain Maurice Desgagne, extension & repairs to breakwater. *Montreal P Q:* Lagendyk & Co Ltd, interior painting, custom examining warehouse, 400 Youville & 105 McGill Sts. *Mount Royal P Q:* Leeds Construction Ltd, erection of postal station. *New Carlisle (Marsh Creek) P Q:* Bertrand Berthelot, harbour improvements. *Rimouski P Q:* Allmo Paving Ltd, reconstruction of paving of wharf. *Riviere du Loup P Q:* J P Porter Co Ltd, *dredging; J O Lambert Inc, erection of public bldg. *St Denis sur Richelieu P Q:* Tracy Construction Inc, wharf reconstruction. *Belle River Ont:* Detroit River Construction Ltd, training wall extension. *Hamilton Ont:* Frid Construction Co Ltd, harbour improvements, pile clusters, Terminal Wharves Nos 1 & 2. *Kingston Ont:* Thos L Grooms Construction Ltd, elevator installation, Chown Bldg. *Kingsville Ont:* R A Blyth, harbour improvements (steel sheet pile wall, boat landings & dredging). *Ottawa Ont:* Universal Electric, street lighting, Tunney's Pasture; Jean Lavoie, construction of office & residence, Central Experimental Farm; Jean Lavoie, construction of poultry laying house, Central Experimental Farm; Otis Elevator Co Ltd, modernization of two passenger elevators, Centre Block, Parliament Bldgs; Leopold Beaudoin Construction Ltd, new cornice & alterations to roof of Laurentian Bldg; A Amyot & J E Amyot, alterations for Department of Mines & Technical Surveys, Labelle Bldg. *Toronto Ont:* J A Watt Co Ltd, electrical installation & lighting of RCMP offices, 3 Sullivan St; O'Hearn & Sons, interior painting of Parcel Post Bldg, Fleet & York Sts; Evan S Martin Construction Ltd, construction of office partitions, etc, Postal Station "Q"; John D St Clair Ltd, interior painting, Postal Terminal "A". *Wheatley (Muddy Creek) Ont:* Canadian Dredge & Dock Co Ltd, wharf repairs. *Windsor Ont: Luigi* De Apollonia, alterations, painting, etc, Coral Gables Bldg. *Winnipeg Man:* Vulcan Iron & Engineering Ltd, *construction of scows (one for dredge No 205 at Selkirk & one for dredge No 210 at Winnipegosis). *Fort-a-la-Corne Sask:* C A Jacobson, construction of nursing station. *Camrose Alta:* E M Cleve (Lloydminster) Ltd, erection of public bldg. *Bold Point B C:* L K Creelman Co Ltd, float renewal. *Coal Harbour, Jeune Landing & Quatsino B C:* Pacific Piledriving Co Ltd, wharf extension & repairs. *Maude Island B C:* McKenzie Barge & Derrick Co Ltd, repairs to dam. *Prince Rupert B C:* Northwest Construction Ltd, construction of Doctor's residence, Miller Bay Hospital. *Vancouver B C:* C J Seamer & Sons Ltd, repairs & part interior painting of federal bldg. *William Head B C:* Ove Pedersen, general repairs & exterior painting, etc, at various bldgs, Quarantine Station.

## St. Lawrence Seaway Authority

*Montreal P Q:* McNamara Construction Co Ltd, Piggott Construction Co Ltd & Peacock & McQuigge Ltd, excavation of channel & construction of dyke between stations 124:00 and 200:00, Lachine Section of St Lawrence Seaway.

*(Continued on page 1774)*

# Shift Work in Canadian Manufacturing

**Fewer than one-quarter of 6,385 manufacturing establishments surveyed reported regular shift work but they employed almost two-thirds of the 800,000 workers covered. Payment of differentials common practice**

Fewer than one-quarter of the manufacturing establishments included in the Survey of Working Conditions in April 1953 reported regular shift work operations. However, these establishments included most of the largest plants covered by the survey and employed almost two-thirds of the 800,000 workers in the survey. Another 7 per cent of the plants indicated having shift work on an occasional basis; these employed 9 per cent of the workers.

The survey, conducted by the Economics and Research Branch, Department of Labour, showed that the payment of shift differentials was a common practice, being reported by 86 per cent of those plants which reported shift work. However, there was considerable variation in the amount of differentials.

## Extent of Shift Work

Most workers do not like to work during other than normal daytime hours. However, in some industries, shift work is, for one reason or another, unavoidable. It is sometimes the most efficient way to utilize expensive capital equipment or machinery, especially where extra cost is involved in stopping and starting such machinery. This was illustrated during the depression years by mills which operated round the clock for fewer days per week instead of reducing the number of shifts per day. The type of process, the nature of raw materials used, seasonal influences, general market conditions, or a combination of these and other reasons make up the determining factors in the use of shift work.

There is considerable variation in the scheduling of shift work. In the so-called "continuous process" industries such as pulp and paper and primary iron and steel, a 24-hour sequence is usually followed, ordinarily three shifts of equal length. Where only two shifts are scheduled, the second shift may cover late afternoon and evening, following immediately after the day shift; alternatively, it may not begin until later in the evening, with night hours corresponding to those worked during the day (8 a.m. to 5 p.m. and 8 p.m. to 5 a.m. is a common practice).

The incidence of shift work varies considerably among the manufacturing industries. The proportion of establishments reporting regular shift work ranged from less than 4 per cent in the tobacco products group (employing a similar proportion of plant employees) to 75 per cent of the establishments in the rubber industry with 92 per cent of the total employees. Other groups with a high incidence of shift work are: paper products, textiles, non-metallic minerals, chemical products, and iron and steel.

Only in one group was there a high incidence of occasional shift work: electrical apparatus and supplies, with 19 per cent of the establishments, employing 20 per cent of the workers, reporting this practice.

Details by 17 subdivisions of the manufacturing group are given in the accompanying table.

## Types of Shift Differential

Premium pay in compensation for the inconvenience of working undesirable hours is prevalent in manufacturing. Of almost 2,000 establishments which reported shift work, 86 per cent reported payment of differentials.

In a large majority of cases payment of differentials was on a cents-per-hour basis. However, percentage and time differentials applied in a small number of cases and a few establishments reported a flat amount per shift.

Percentage differentials are tied to the wage rate of the individual worker. This means the higher the wage rate the greater the differential; thus existing occupational percentage differentials in wage rates are retained in premium pay for night work. This is not so in cents-per-hour differentials. This type of shift or night premium tends to narrow the percentage differentials existing between occupational

## EXTENT OF SHIFT WORK IN MANUFACTURING, APRIL 1, 1953

| Industrial Groups | Survey Coverage | | Proportion Reporting Shift Work (Percentages of total coverage) | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | Regular Shift Work | | Occasional Shift Work | | Total | |
| | Establishments | Plant Employees | Establishments | Plant Employees | Establishments | Plant Employees | Establishments | Plant Employees |
| | No. | No. | % | % | % | % | % | % |
| Food and Beverages | 1,002 | 82,308 | 22·4 | 51·3 | 5·3 | 7·1 | 27·7 | 58·4 |
| Tobacco and Tobacco Products | 29 | 7,995 | 3·4 | 3·5 | 6·9 | 7·2 | 10·3 | 10·7 |
| Rubber Products | 32 | 16,210 | 75·0 | 92·0 | 6·3 | 5·9 | 81·3 | 97·9 |
| Leather Products | 271 | 20,612 | 3·0 | 11·2 | 1·5 | 2·4 | 4·5 | 13·6 |
| Textiles (except clothing) | 333 | 57,042 | 44·1 | 81·6 | 6·6 | 4·1 | 50·7 | 85·7 |
| Clothing (Textile and Fur) | 753 | 61,461 | 8·2 | 19·5 | 2·1 | 5·6 | 10·3 | 25·1 |
| Wood Products | 712 | 56,053 | 12·5 | 37·3 | 5·2 | 8·5 | 17·7 | 45·8 |
| Paper Products | 279 | 59,838 | 56·3 | 88·5 | 8·2 | 3·2 | 64·5 | 91·7 |
| Printing, Publishing and Allied Industries | 477 | 26,608 | 26·8 | 56·7 | 9·0 | 11·3 | 35·8 | 68·0 |
| Iron and Steel Products | 780 | 130,662 | 31·7 | 72·7 | 12·1 | 10·5 | 43·8 | 83·2 |
| Transportation Equipment | 599 | 128,092 | 20·9 | 71·1 | 5·3 | 10·6 | 26·2 | 81·7 |
| Non-Ferrous Metal Products | 171 | 36,507 | 26·9 | 79·5 | 14·0 | 7·8 | 40·9 | 87·3 |
| Electrical Apparatus and Supplies | 175 | 48,977 | 29·1 | 65·5 | 18·9 | 20·2 | 48·0 | 85·7 |
| Non-metallic Minerals | 218 | 18,209 | 37·2 | 78·1 | 5·5 | 2·8 | 42·7 | 80·9 |
| Products of Petroleum and Coal | 63 | 9,815 | 63·5 | 89·5 | 7·9 | 6·3 | 71·4 | 95·8 |
| Chemical Products | 298 | 29,239 | 32·2 | 70·0 | 8·4 | 8·5 | 40·6 | 78·5 |
| Miscellaneous Manufacturing | 193 | 12,749 | 11·4 | 32·8 | 5·7 | 9·9 | 17·1 | 42·7 |
| **Manufacturing** (Total) | **6,385** | **802,377** | **24·2** | **62·6** | **6·9** | **8·5** | **31·1** | **71·1** |

categories; for example, if a 5-cent-per-hour differential applies equally to a $1-per-hour wage rate and a $2 rate, it is actually 5 per cent of the worker's rate in the first case but only 2½ per cent in the second.

The least commonly reported type of differential is the time differential. This, in most cases, takes the form of a full shift's pay for less than a full shift's work. If the regular shift is eight hours, an employee, under this system, might for example be required to work only 7½ hours but be paid for the full eight hours.

The survey question on shifts sought to differentiate between the establishments where the operation was three shifts, establishments operating on two shifts and establishments where differentials are paid on the basis of "work performed during specified hours".

The following is a breakdown of plants and workers according to the manner in which differentials were reported to be paid:

| — | Establishments | Total Non-Office Employees |
|---|---|---|
| Survey Coverage | ,385 | 802,377 |
| Percentage reporting shift work (Regular or occasional) | 31 | 71 |
| Percentage reporting differentials | 27 | 67 |
| (1) For three-shift operation | 11 | 38 |
| (2) For two-shift operation | 12 | 19 |
| (3) For work performed between specified hours | 4 | 10 |

The size of shift differential generally varies according to whether the worker is on an afternoon or an evening shift; but this is not always so. Among plants reporting two-shift operations there was no significant variation in the size of differential paid by firms that worked their second shift in the afternoon and those that worked it at night. Graded differentials between second and third shift were common in plants which operated three shifts. However, it was found that where a fairly substantial differential was paid for work on the second shift, there was likely to be no increase for work on the third.

Where percentage differentials are paid, these are usually either 10 or 15 per cent. Percentage differentials are common in the printing industry.

**Three-shift Operations**—Some 650 manufacturing establishments employing a total of 288,000 workers reported payment of differentials for the second shift of a three-shift operation. More than one-third of these, employing 29 per cent of the workers, indicated payment of 5 cents per hour. Next in prominence was 3 cents per hour, with 18 per cent of the plants (20 per cent of the workers) reporting this amount.

For the third shift of a three-shift operation, 5 cents per hour was, again, the most commonly reported differential. Of more than 700 establishments (with 306,000 employees) reporting differentials for the third shift, 32 per cent gave premium pay of 5 cents per hour. Seven cents per hour or higher was also commonly reported for this shift.

A percentage distribution of plants and workers according to the differential paid in establishments reporting premium payments for second and third shifts is shown in the table at the bottom of this page.

The practice of paying graduated differentials was commonly reported where a three-shift operation was in effect. An analysis of 524 establishments which reported a differential of 2 to 10 cents per

| Differentials | Three Shift Operations | | | |
|---|---|---|---|---|
| | Second (or afternoon Shift) | | Third (or Night Shift) | |
| | Est. % | Empl. % | Est. % | Empl. % |
| Reporting Cents per Hour Differentials | 90 | 93 | 87 | 88 |
| 3 cents or less | 23 | 26 | 5 | 6 |
| 4 cents | 6 | 7 | 1 | 1 |
| 5 cents | 34 | 29 | 32 | 27 |
| 6–9 cents | 22 | 24 | 32 | 38 |
| 10 cents | 3 | 6 | 10 | 11 |
| More than 10 cents | 2 | 1 | 6 | 5 |
| Reporting Percentage Differentials | 8 | 6 | 11 | 10 |
| Reporting Other | 2 | 1 | 2 | 2 |
| Total number reporting differentials | 651* | 288,054 | 704* | 306,514 |

* The difference between the totals for second and third shifts is explained by the fact that some establishments reported a differential for the third shift only.

hour on the second shift shows that when the second shift differential is less than 5 cents, a higher amount is usually paid on the third shift. However, if the second shift differential is 5 cents or higher, the tendency is for the same differential to be paid on the third. The following table gives a distribution of the 524 establishments according to the cents per hour differentials reported on both second and third shifts:

| Second Shift Differential | Third Shift Differential (Cents per Hour) | | | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| | .02 | .03 | .04 | .05 | .06 | .07 | .08 | .09 | .10 | |
| | Number of Establishments | | | | | | | | | |
| Cents per Hour— | | | | | | | | | | |
| ·02 | 2 | 27 | 2 | 1 | ..... | ..... | ..... | ..... | ..... | 32 |
| ·03 | ..... | 6 | ..... | 95 | 7 | 2 | 1 | ..... | 7 | 118 |
| ·04 | ..... | ..... | 8 | ..... | 14 | 3 | 10 | 2 | ..... | 37 |
| ·05 | ..... | ..... | ..... | 107 | ..... | 63 | 9 | ..... | 32 | 211 |
| ·06 | ..... | ..... | ..... | ..... | 34 | 1 | 12 | 3 | 1 | 51 |
| ·07 | ..... | ..... | ..... | ..... | ..... | 28 | 4 | 11 | 6 | 49 |
| ·08 | ..... | ..... | ..... | ..... | ..... | ..... | 1 | ..... | 2 | 3 |
| ·09 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 8 | ..... | 8 |
| ·10 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 15 | 15 |
| Total | 2 | 33 | 10 | 203 | 55 | 97 | 37 | 24 | 63 | 524 |

**Straight Night Differential** — Straight night differentials are not based on the shift as such but usually apply for all work performed between designated hours.

In some cases the period to which such differentials apply may cut across two shifts. Where a differential, for instance, is paid "for work performed between 7 p.m. and 7 a.m.", a person working a 4 to 12 shift would earn a differential between the hours of 7 and 12. Similarly, a worker on the midnight to 8 a.m. shift would earn premium pay for the hours between midnight and 7 a.m.

**Two-shift Operations**—The second shift of a two-shift operation may be scheduled for afternoons (often from 4 p.m. to 12 midnight) or may be straight night shift beginning during the after supper hours and ending early the following morning. Of the 298 establishments reporting premium payment for afternoon shift of a two-shift operation, about one-third reported a 5-cent-per-hour differential; these establishments employed about 17,000 workers. Almost 500 establishments reported differential pay for second shift when it is worked entirely at night, and again 5 cents per hour was the most common amount. However, about 8 per cent of the 498 establishments reported a 7-cent-per-hour premium and 13 per cent reported 10 cents per hour extra. A distribution of plants and employees by size of differential reported for two-shift operations follows:

Of the 237 establishments (77,000 employees) which reported this method of differential payment the largest proportion (28 per cent) reported 5 cents per hour; these establishments employed only 17 per cent of the workers. However, almost 19 per cent of the 237 establishments employing 36 per cent of the workers reported a 7-cent differential. Ten cents was reported by 26 establishments (14 per cent of the workers in plants reporting general night differentials). Another 15 per cent of the establishments reported percentage differentials, 10 per cent being the most common figure.

| — | Two-Shift Operations | | | |
|---|---|---|---|---|
| | When second shift is in afternoon | | When second shift is at night | |
| | Est. % | Empl. % | Est. % | Empl. % |
| Reporting Cents per Hour Differentials | 77 | 84 | 72 | 75 |
| 3 cents or less | 2 | 1 | 1 | 1 |
| 4 cents | 3 | 2 | 1 | 1 |
| 5 cents | 35 | 26 | 33 | 35 |
| 6–9 cents | 20 | 26 | 19 | 24 |
| 10 cents | 14 | 12 | 13 | 9 |
| More than 10 cents | 3 | 17 | 5 | 5 |
| Reporting Percentage Differential | 17 | 12 | 24 | 23 |
| Reporting Other | 6 | 4 | 4 | 2 |
| Total number reporting differentials | 298 | 63,494 | 498 | 96,071 |

# Rise in Wage Rate Index, 1952-53

**General average rose 4·6 per cent, from 127·7 to 133·6, between Oct. 1, 1952, and Oct. 1, 1953. Increase previous year was 7·2 per cent**

The general average index of wage rates rose from 127·7 to 133·6 (1949=100) in the year between October 1, 1952, and October 1, 1953. This increase of 4·6 per cent is not as great a percentage gain as the 7·2-per-cent increase that occurred between 1951 and 1952.

The table on this and the following page, in addition to the general average index, lists the index numbers of wage rates for the eight main industrial divisions and important subdivisions from 1949 to 1953.

The series of index numbers of wage rates has been revised this year, as follows: the base year has been changed from 1939 to 1949; the coverage of industries has been extended; the classification of industries has been modified to bring it closer to the Standard Industrial Classification used by the Dominion Bureau of Statistics; the method of calculating the index numbers has undergone some revision.

More complete details of the revision will be given in the introduction to the annual report, *Wage Rates and Hours of Labour in Canada, 1953.*

**INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY, 1949-1953**

(Rates in 1949=100)

| Industry | 1949 | 1950 | 1951 | 1952 | 1953 |
|---|---|---|---|---|---|
| **Logging** | 100·0 | 97·0 | 109·6 | 133·3 | 135·5 |
| Eastern Canada | 100·0 | 94·0 | 105·3 | 133·5 | 135·2 |
| British Columbia, Coastal | 100·0 | 110·0 | 127·8 | 132·7 | 136·9 |
| **Mining** | 100·0 | 105·6 | 118·3 | 128·2 | 129·7 |
| Metal Mining | 100·0 | 106·8 | 121·6 | 130·1 | 132·3 |
| Gold mining | 100·0 | 106·4 | 116·8 | 120·4 | 120·7 |
| Other metal mining | 100·0 | 107·0 | 124·5 | 136·1 | 139·4 |
| Coal Mining | 100·0 | 102·8 | 111·1 | 124·0 | 124·0 |
| **Manufacturing** | 100·0 | 106·1 | 120·3 | 128·4 | 134·6 |
| Foods and Beverages | 100·0 | 104·6 | 117·5 | 125·1 | 131·2 |
| Slaughtering and meat packing | 100·0 | 106·1 | 125·4 | 129·6 | 136·3 |
| Dairy products | 100·0 | 104·3 | 115·8 | 122·1 | 127·9 |
| Canned and cured fish | 100·0 | 101·0 | 112·1 | 120·6 | 118·3 |
| Canned and preserved fruits and vegetables | 100·0 | 101·3 | 113·6 | 118·5 | 121·4 |
| Flour mills | 100·0 | 105·8 | 123·3 | 132·3 | 143·4 |
| Biscuits and crackers | 100·0 | 106·4 | 120·4 | 128·9 | 135·9 |
| Bread and other bakery products | 100·0 | 105·7 | 115·5 | 125·2 | 130·6 |
| Malt liquors | 100·0 | 105·2 | 117·7 | 131·9 | 148·1 |
| Confectionery | 100·0 | 107·3 | 117·4 | 126·3 | 137·2 |
| Tobacco and Tobacco Products | 100·0 | 109·6 | 135·1 | 141·0 | 152·0 |
| Rubber Products | 100·0 | 105·4 | 124·3 | 127·4 | 134·9 |
| Leather Products | 100·0 | 103·7 | 115·3 | 123·2 | 129·9 |
| Boots and shoes, except rubber | 100·0 | 103·3 | 114·9 | 123·7 | 129·9 |
| Leather tanneries | 100·0 | 105·2 | 116·9 | 121·3 | 129·9 |
| Textile Products (except Clothing) | 100·0 | 106·7 | 117·6 | 125·0 | 128·1 |
| Cotton yarn and broad woven goods | 100·0 | 106·1 | 117·1 | 127·5 | 128·7 |
| Woollen and worsted woven goods and yarn | 100·0 | 106·7 | 120·8 | 126·2 | 131·6 |
| Rayon, nylon, and silk textiles | 100·0 | 107·7 | 115·7 | 120·1 | 124·3 |
| Clothing (Textile and Fur) | 100·0 | 103·5 | 112·8 | 119·6 | 124·9 |
| Men's clothing | 100·0 | 105·3 | 117·6 | 124·7 | 130·3 |
| Men's and boy's suits and overcoats | 100·0 | 104·0 | 116·9 | 124·9 | 130·0 |
| Shirts | 100·0 | 101·5 | 118·6 | 121·4 | 133·0 |
| Work clothing | 100·0 | 111·2 | 118·7 | 126·8 | 129·0 |
| Women's clothing | 100·0 | 99·2 | 103·2 | 112·0 | 113·4 |
| Women's and misses' coats and suits | 100·0 | 98·4 | 101·0 | 110·8 | 110·9 |
| Women's and misses' dresses | 100·0 | 99·7 | 104·5 | 112·7 | 115·0 |
| Hosiery and knitted goods | 100·0 | 106·0 | 118·9 | 124·0 | 132·6 |
| Fur goods | 100·0 | 103·4 | 107·4 | 111·4 | 118·1 |
| Wood Products | 100·0 | 107·1 | 120·5 | 128·4 | 131·4 |
| Sash and door and planing mills | 100·0 | 106·0 | 119·8 | 127·0 | 131·7 |
| Sawmills | 100·0 | 108·4 | 123·4 | 132·3 | 133·4 |
| Wooden furniture | 100·0 | 104·7 | 113·7 | 119·7 | 126·0 |

## INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY, 1949-1953

(Rates in 1949=100)

| Industry | 1949 | 1950 | 1951 | 1952 | 1953 |
|---|---|---|---|---|---|
| Paper Products | 100·0 | 105·6 | 126·3 | 129·9 | 138·4 |
| Paper boxes and containers | 100·0 | 102·3 | 116·6 | 126·2 | 131·0 |
| Pulp and paper | 100·0 | 106·2 | 128·1 | 130·6 | 139·8 |
| Pulp | 100·0 | 105·3 | 126·8 | 129·2 | 138·9 |
| Newsprint | 100·0 | 105·3 | 126·5 | 128·8 | 138·5 |
| Paper other than newsprint | 100·0 | 107·4 | 127·6 | 127·6 | 136·2 |
| Printing, Publishing, and Allied Industries | 100·0 | 108·1 | 117·2 | 130·0 | 137·3 |
| Job printing | 100·0 | 107·6 | 116·1 | 128·4 | 134·3 |
| Daily newspapers | 100·0 | 109·0 | 119·2 | 132·7 | 142·4 |
| Iron and Steel Products | 100·0 | 107·3 | 124·8 | 133·7 | 139·9 |
| Agricultural implements | 100·0 | 110·8 | 133·9 | 137·3 | 138·9 |
| Heating and cooking apparatus | 100·0 | 107·7 | 122·3 | 132·0 | 139·4 |
| Household, office, store, and industrial machinery | 100·0 | 106·3 | 122·6 | 130·1 | 137·8 |
| Iron castings | 100·0 | 107·9 | 120·2 | 133·0 | 139·2 |
| Machine shop products | 100·0 | 108·6 | 119·6 | 132·4 | 143·5 |
| Primary iron and steel | 100·0 | 106·0 | 123·7 | 131·6 | 137·3 |
| Sheet metal products | 100·0 | 106·7 | 131·0 | 142·2 | 147·5 |
| Transportation Equipment | 100·0 | 104·9 | 118·6 | 128·3 | 134·5 |
| Aircraft and parts | 100·0 | 105·8 | 119·1 | 133·9 | 141·8 |
| Auto repair and garages | 100·0 | 106·3 | 118·4 | 130·8 | 137·4 |
| Motor vehicles | 100·0 | 105·2 | 116·0 | 125·7 | 129·8 |
| Motor vehicle parts and accessories | 100·0 | 106·1 | 127·8 | 136·1 | 140·5 |
| Railroad and rolling stock equipment | 100·0 | 102·3 | 116·2 | 120·5 | 128·4 |
| Shipbuilding and repairing | 100·0 | 102·8 | 122·1 | 130·7 | 136·2 |
| Brass and Copper Products | 100·0 | 109·9 | 123·6 | 132·2 | 142·9 |
| Electrical Apparatus and Supplies | 100·0 | 106·1 | 122·1 | 130·1 | 134·6 |
| Heavy electrical machinery and equipment | 100·0 | 106·9 | 122·9 | 132·6 | 135·6 |
| Radios and radio parts | 100·0 | 106·3 | 119·2 | 123·5 | 134·1 |
| Refrigerators, vacuum cleaners, and miscellaneous electrical products | 100·0 | 105·9 | 122·6 | 131·0 | 134·5 |
| Clay Products | 100·0 | 105·7 | 121·4 | 126·1 | 138·6 |
| Petroleum Refining and Products | 100·0 | 107·2 | 124·9 | 137·6 | 143·4 |
| Chemical Products | 100·0 | 107·9 | 121·5 | 133·1 | 139·6 |
| Acids, alkalis, and salts | 100·0 | 107·2 | 123·8 | 136·1 | 142·8 |
| Medicinal and pharmaceutical preparations | 100·0 | 109·7 | 119·0 | 127·7 | 135·5 |
| Paints and varnishes | 100·0 | 106·2 | 122·7 | 137·1 | 141·9 |
| Durable Goods[1] | 100·0 | 106·6 | 121·7 | 130·2 | 136·3 |
| Non-Durable Goods | 100·0 | 105·6 | 118·8 | 126·5 | 132·8 |
| **Construction (Buildings and Structures only)** | 100·0 | 104·8 | 118·6 | 128·6 | 136·2 |
| **Transportation, Storage, and Communication** | 100·0 | 105·5 | 119·8 | 133·2 | 136·9 |
| Transportation | 100·0 | 105·7 | 120·6 | 134·0 | 136·9 |
| Steam railways | 100·0 | 105·1 | 121·9 | 136·8 | 137·2 |
| Urban and suburban transportation systems | 100·0 | 107·3 | 119·2 | 129·9 | 135·0 |
| Truck transportation | 100·0 | 105·6 | 117·3 | 128·7 | 136·7 |
| Water transportation | 100·0 | 108·9 | 120·4 | 130·8 | 136·4 |
| Storage (Terminal grain elevators only) | 100·0 | 104·1 | 116·9 | 131·6 | 137·0 |
| Communication (Telephone only) | 100·0 | 104·8 | 115·7 | 128·4 | 136·6 |
| **Electric Light and Power** | 100·0 | 107·1 | 119·4 | 132·8 | 145·5 |
| **Trade** | 100·0 | 106·9 | 121·5 | 125·6 | 132·2 |
| Wholesale Trade | 100·0 | 107·4 | 121·6 | 128·2 | 135·8 |
| Retail Trade | 100·0 | 106·7 | 121·4 | 124·6 | 130·8 |
| **Personal Service** | 100·0 | 102·9 | 110·6 | 117·6 | 123·3 |
| Laundries | 100·0 | 104·0 | 111·0 | 119·7 | 125·8 |
| Restaurants | 100·0 | 102·7 | 110·5 | 117·2 | 122·9 |
| **General Average** | 100·0 | 105·5 | 119·1 | 127·7 | 133·6 |

[1] Includes Wood Products; Iron and Steel Products; Transportation Equipment; Brass and Copper Products; Electrical Apparatus and Supplies; Clay Products. Non-Durable Goods includes the remaining manufacturing industries.

# Prices and the Cost of Living*

## Consumer Price Index, November 1, 1954

The consumer price index remained unchanged for the second consecutive month during October. At November 1 it stood at 116·8, the same as at September 1 and October 1.

During the month, foods decreased to 113·4 from 113·8 as lower prices for most meats, coffee, eggs and citrus fruits proved more important than increases in tea and fresh and canned vegetables. Further scattered decreases in all components of the clothing series lowered this index to 108·2 from 108·4, while household operation moved to 117·2 from 117·3, reflecting slight decreases in fuel, furniture and electrical appliances. Floor coverings and utensils and equipment were somewhat higher in this group.

The shelter component advanced 0·4 per cent to 127·9 from 127·4 following further advances in both rent and home-ownership components. Higher theatre admission fees, coupled with increases in some personal care services, were largely responsible for a change in the index for other commodities and services to 118·2 from 117·9. Automobile operation was slightly lower as gasoline prices eased at a number of centres.

The index one year earlier (November 2, 1953) was 116·2. Group indexes on that date were: food 113·4; shelter 125·0, clothing 110·3, household operation 117·4 and other commodities and services 116·3.

## City Consumer Price Indexes, October 1, 1954

Five of the ten consumer price indexes for regional cities advanced between September 1 and October 1; the other five declined. Food indexes were lower in seven cities and higher in three.

Shelter indexes registered further increases as rents advanced in nine of the ten centres. With the exception of Saint John and Regina, where clothing prices are collected only quarterly, all cities recorded lower clothing indexes. Substantial declines in fur coats combined with decreases for women's and girls' cloth coats, women's suits, men's suits, slacks and work shirts were mainly responsible. Household operation series were unchanged in six cities, higher in three and lower in one as scattered changes were reported in most centres. The most significant change in this group was an advance in telephone rates in Ottawa.

Increases in health services and drugs, and higher local transit fares in Vancouver, were predominant among changes in the other commodities and services series. Indexes for this group were higher in eight cities and unchanged in two.

Regional consumer price index point changes between September 1 and October 1 were as follows: Vancouver +0·5 to 118·6; Montreal +0·4 to 117·0; Ottawa +0·4 to 117·3; Toronto +0·1 to 118·9; Saskatoon-Regina +0·1 to 115·2; St. John's —0·4 to 103·0†; Halifax —0·2 to 114·6; Winnipeg —0·2 to 115·5; Saint John —0·1 to 117·6; Edmonton-Calgary —0·1 to 115·6.

## Wholesale Prices, October 1954

A decrease in the animal products section was mainly responsible for the drop in Canada's general wholesale price index to 214·3 in October from 215·3 in the preceding month. This was the lowest level reached by the index since July 1950 and compares with last year's October figure of 220.4.

The animal products sub-group index declined to 221·9 from 228·9 in September. Losses in hog and pork product prices contributed substantially to lower indexes for livestock and fresh and cured meats. Hog prices, which have moved steadily lower over the past five months, were about 30 per cent below those of October 1953.

In the textiles group, decreases in worsted and woollen cloth, domestic and imported raw wool, raw cotton, cotton knit goods, woollen hosiery and cotton yarns were partially offset by an advance in cotton fabrics, to net a decline of 0·3 per cent to 229·3 from 230·1.

Price declines in crude oil and petroleum products in western Canada were responsible for easing the non-metallics index 0·1 per cent to 175·7 from 175·9.

The vegetable products group advanced 0·2 per cent to 194·6 from 194·2.

Non-ferrous metals as a group rose 0·2 per cent to 168·5 from 168·1. In the chemicals group, moderate gains in tartaric acid and paint materials combined to raise the index 0·2 per cent to 177·1 from 176·7.

Iron and steel products edged up to 212·3 from 212·2. Slightly higher mid-month values for the United States dollar were reflected in prices for newsprint, cedar

* *See* Tables F-1 to F-6 at back of book.

†On base 1951=100.

shingles and sulphite woodpulp, which moved the wood products index to 289·1 from 289·0.

**Canadian farm product prices** at terminal markets moved down 1·5 per cent to an index level of 201·1 from 204·1 in September. Animal products registered a loss of 2 per cent to 240·5 from 245·5, reflecting lower prices for hogs, lambs, western steers and calves, eastern eggs, eastern cheese milk and western raw wool. Small increases occurred in fresh milk at Halifax, Saskatoon and Regina, and in poultry and western eggs. In the field products component, advances in eastern grains and western hay were outweighed by decreases in potatoes, western flax and rye, and eastern hay, to move the index down 0·5 per cent to 161·8 from 162·6.

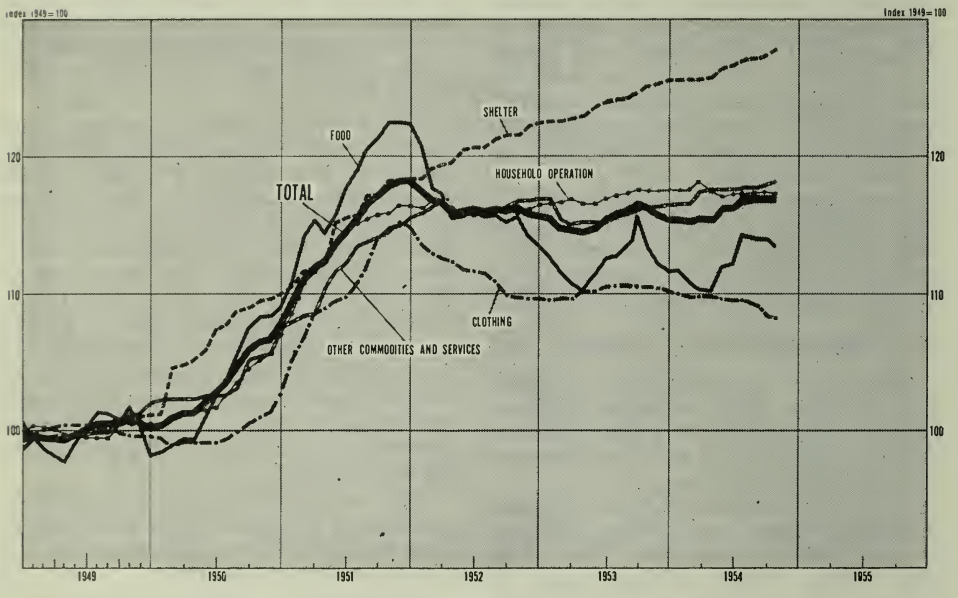
**Building Material Prices**—The residential building materials price index showed no net change during October at 122·2 but there was a small decline from last year's 122·9. The non-residential building materials price index was 120·5, narrowly above September's 120·4 but down 2·7 per cent from last year's 123·8.

## U.S. Consumer Price Index, October 1954

Between mid-September and mid-October, the United States consumer price index declined 0·2 per cent to 114·5 (1947-49=100), the lowest it has been since June 1953. A month earlier, in mid-September, it was 114·7.

The October level was 0·8 per cent lower than the highest peak reached by the index, in October 1953.

## CONSUMER PRICE INDEX FROM JANUARY 1949




Comparisons of "real" wages in different countries have no real basis in existing labour statistics, the International Labour Office says. In a report prepared for a conference, the ILO said even the most advanced countries did not have data adequate to that purpose.

The concept of a real wage is an attempt to measure what money wages amount to in terms of quantities of goods and services. Obviously, when individuals do not consume similar goods nor use similar services, the concept itself becomes somewhat blurred, the ILO pointed out.

# Strikes and Lockouts

## Canada, October 1954*

During October more workers were involved in industrial disputes resulting in work stoppages and the time loss was greater than in any month since July 1952. Three-quarters of the time lost in October was caused by three stoppages involving: motor vehicle factory workers at Windsor and Oakville, Ont.; plumbers and steamfitters at Montreal, Que.; and farm implement factory workers at Toronto, Ont.

Preliminary figures for October 1954 show 29 strikes and lockouts in existence, involving 26,262 workers, with a time loss of 309,986 man-days, compared with 21 strikes and lockouts in September 1954, with 9,815 workers involved and a loss of 127,582 days. In October 1953 there were 45 strikes and lockouts, 16,312 workers involved and a loss of 267,623 days.

For the first 10 months of 1954 preliminary figures show a total of 151 strikes and lockouts, involving 57,412 workers, with a time loss of 904,859 days. In the same period in 1953 there were 158 strikes and lockouts, 48,434 workers involved and a loss of 772,807 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in October 1954 was 0·37 per cent of the estimated working time; September 1954, 0·15 per cent; October 1953, 0·32 per cent; the first 10 months of 1954, 0·11 per cent; and the first 10 months of 1953, 0·09 per cent.

The question of increased wages and related causes was a factor in 20 of the 29 stoppages in existence during October. Of the other disputes, three arose over union questions, two over reduced hours, two over dismissals and suspensions, one over reduced wages, and one over causes affecting working conditions.

Of the 29 stoppages in existence during October, three were settled in favour of the workers and four in favour of the employers; nine were compromise settlements and one was indefinite in result, work being resumed pending final settlement. At the end of the month 12 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and women's clothing factory workers at Montreal, Que., on February 23, 1954.)

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE each month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in August 1954 was 145 and 6 were still in progress from the previous month, making a total of 151 during the month. In all stoppages of work in progress 24,400 workers were involved and a time loss of 82,000 days caused.

Of the 145 disputes leading to stoppages of work which began in August, five, directly involving 400 workers, arose over demands for advances in wages, and 60, directly involving 5,900 workers, over other wage questions; two, directly involving 100 workers, over questions as to working hours; 12, directly involving 1,400 workers, over questions respecting the employment of particular classes or persons; 60, directly involving 11,700 workers, over other questions respecting working arrangements; and six, directly involving 1,000 workers, over questions of trade union principles.

### United States

Preliminary figures for September 1954 show 350 work stoppages resulting from labour-management disputes beginning in the month, in which 130,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,400,000 man-days. Corresponding figures for August 1954 were 350 stoppages involving 140,000 workers and a loss of 3,600,000 days.

*See Tables G-1 and G-2 at back of book.



98055—8

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 76.

## Apprenticeship

1. **Saskatchewan. Department of Labour.** *Apprenticeship Training in Saskatchewan; a Booklet for the Use of Tradesmen, Tradesmen Shop Owners, and Employers of Tradesmen.* Regina, 1954. Pp. 16.

2. **U.S. Bureau of Apprenticeship.** *Labor-Management Participation in Registered Apprenticeship; Selected States and Territories.* Washington, 1954. Pp. 14.

3. **U.S. Bureau of Apprenticeship.** *Machine Tabulation of Apprenticeship Statistics.* Rev. ed. Washington, 1954. Pp. 28.

## Collective Bargaining

4. **American Management Association.** *Industry at the Bargaining Table; Critical Factors in Contract Negotiation.* New York, 1954. Pp. 52.

5. **U.S. Bureau of Labor Statistics.** *Collective Bargaining Agreements: Hours and Premium Pay Provisions in the Industrial Chemicals Industry, 1953.* Washington, 1954. Pp. 18.

## Disabled—Rehabilitation

6. **American Federation of Labor.** *Jobs for the Handicapped through Union-Management Cooperation.* Washington, n.d. Pp. 10.

7. **U.S. Civil Service Commission.** *Hiring the Handicapped in the Federal Civil Service.* Washington, G.P.O., 1952. Pp. 4.

## Education, Vocational

8. **Canada. Department of Labour.** *Vocational Training.* Ottawa, 1953. Pp. 33.

9. **Caribbean Commission.** *Development of Vocational Education in the Caribbean, including Documentation prepared for the Fifth Session of the West Indian Conference, November 24 to December 3, 1952.* Port-of-Spain, Trinidad, 1953. Pp. 107.

10. **Hong Kong. Technical Education Investigation Committee.** *A Report on Technical Education and Vocational Training.* Hong Kong, 1953. Pp. 170.

## Employees—Selection

11. **National Industrial Conference Board.** *Recruiting and Selecting Employees; Employment Policies, Employment Interviewing, Employment Forms, Employment Research,* by Stephen Habbe. New York, c1954. Pp. 80.

12. **Princeton University. Department of Economics and Sociology. Industrial Relations Section.** *Hiring Practices and Labor Competition,* by Richard A. Lester. Princeton, 1954. Pp. 108.

## Foremanship

13. **Great Britain. Ministry of Labour and National Service. Committee of Inquiry on the Training of Supervisors.** *Report.* London, H.M.S.O., 1954. Pp. 56.

14. **Illinois. University. College of Commerce and Business Administration.** *Management Development in Industry,* by Robert L. Peterson. Urbana, n.d. Pp. 12.

15. **Jennings, Eugene Emerson.** *Techniques of Successful Foremanship; a Guide to Effective Foremanship Training.* Madison, University of Wisconsin, School of Commerce, Bureau of Business Research and Service, 1953. Pp. 41.

16. **Von Bleicken, Bleick.** *Employee Training Handbook, a Guide for Training by Operating Management.* Foreword by Carl Heyel. New York, Conover-Mast Publications, 1953. Pp. 300.

## Fringe Benefits

17. **Chamber of Commerce of the United States of America. Economic Research Department.** *Fringe Benefits, 1953.* Washington, 1954. Pp. 32.

18. **Kidney, Edith B.** *Fringe Benefits for Salaried Employees in Government and Industry.* Chicago, Civil Service Assembly of the United States and Canada, 1954. Pp. 33.

## Industrial Disputes

19. **Olds, Marshall.** *The High Cost of Strikes.* New York, Putnam's 1921. Pp. 286.

20. **Scott, Dick.** *151 Days; History of the Great Waterfront Lockout and Supporting Strikes, February 15-July 15, 1951.* Abridged ed. Auckland, Southern Cross Books, 1954. Pp. 128.

21. **U.S. Bureau of Labor Statistics.** *Analysis of Work Stoppages, 1953; Major Developments and Annual Statistics.* Washington, G.P.O., 1954. Pp. 33.

## Industrial Health

22. **American Standards Association. Sectional Committee on Acoustics, Vibration, and Mechanical Shock, Z24.** *The Relations of Hearing Loss to Noise Exposure; a Report by Exploratory Subcommittee Z24-X-2 of the American Standards Association Z24 Sectional Committee on Acoustics, Vibration, and Mechanical Shock. Acoustical Society of America, Sponsor.* New York, 1954. Pp. 64.

23. **Paton, W. D. M.** *Compressed Air Illness; an Investigation during the Construction of the Tyne Tunnel, 1948-50,* by W. D. M. Paton and D. N. Walder. London, H.M.S.O., 1954. Pp. 44.

24. **U.S. Bureau of Labor Statistics.** *Work-Injury Rates in the Fluid-Milk Industry, 1952; a Detailed Analysis of Injury Rates by Function, Plant Size, Region, and Operating Department.* Washington, G.P.O., 1954. Pp. 19.

## Industrial Relations

25. **Associated Industries of Cleveland.** *A Guide to Good Labor Relations; Analysis of Personnel Practices in the Cleveland Area June, 1954.* Cleveland, 1954. 1 Volume (various pagings).

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*Gander Nfld:* Bryant Electric Co Ltd, construction of power distribution system *Summerside P E I:* L G Rawding Construction Ltd, additional airport development. *Copper Lake N S:* Annapolis Valley Construction Ltd, construction of dwelling. *Carrousel Island P Q:* Continental Construction Reg'd, construction of lighthouse tower. *Dorval P Q:* H J O'Connell Ltd, construction of road at omni range station; J R Robillard, construction of omni range station. *Lac des Loups P Q:* H J O'Connell Ltd, field drainage & improvements. *Saguenay P Q:* Roch Construction Ltd, relocating Canadian Pacific Airlines bldgs; Jean Joseph Riverin Ltee, additional airport development. *Val d'Or P Q:* La Societe d'Entreprises Generales Ltee, additional airport development. *Kenora Ont:* J E Bond Ltd, additional airport development. *Malton Ont:* F D Howie Construction Ltd, construction of omni range station. *North Bay Ont:* Standard Paving Ltd, additional airport development. *Port Weller Ont:* R E Law Crushed Stone Ltd, repairs of roadways, Welland Canals. *Windsor Ont:* Quinney Construction Co Ltd, construction of omni range station. *Lynn Lake Man:* C A Pitts General Contractor Ltd, clearing site, construction of road & powerline. *Oakville Man:* Bird Construction Co Ltd, construction of radio beacon station. *Victoria B C:* Burrard Dry Dock Co Ltd, *construction of lighthouse supply & buoy vessel.

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# A—Labour Force

## TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

| | Week Ended Sept. 18, 1954 | | | Week Ended August 21, 1954 | | |
|---|---|---|---|---|---|---|
| | Total | Males | Females | Total | Males | Females |
| Total civilian non-institutional population | 10,290 | 5,118 | 5,172 | 10,272 | 5,110 | 5,162 |
| A. Civilian labour force | 5,483 | 4,234 | 1,249 | 5,569 | 4,339 | 1,230 |
| Persons at work | 5,164 | 3,972 | 1,192 | 5,066 | 3,970 | 1,096 |
| 35 hours or more | 4,820 | 3,782 | 1,038 | 4,748 | 3,795 | 953 |
| Less than 35 hours | 344 | 190 | 154 | 318 | 175 | 143 |
| Usually work 35 hours or more | 152 | 128 | 24 | 143 | 116 | 27 |
| (a) laid off for part of the week | * | * | * | * | * | * |
| (b) on short time | 27 | 19 | * | 35 | 26 | * |
| (c) lost job during the week | * | * | * | * | * | * |
| (d) found job during the week | * | * | * | * | * | * |
| (e) bad weather | 63 | 61 | * | 29 | 28 | * |
| (f) illness | 21 | 16 | * | 18 | 14 | * |
| (g) industrial dispute | * | * | * | * | * | * |
| (h) vacation | 13 | 10 | * | 33 | 26 | * |
| (i) other | 13 | 11 | * | 14 | 11 | * |
| Usually work less than 35 hours | 192 | 62 | 130 | 175 | 59 | 116 |
| Persons with jobs not at work | 152 | 120 | 32 | 329 | 223 | 106 |
| Usually work 35 hours or more | 149 | 119 | 30 | 320 | 220 | 100 |
| (a) laid off for full week | 11 | * | * | 14 | 10 | * |
| (b) bad weather | 13 | 13 | * | * | * | * |
| (c) illness | 43 | 36 | * | 42 | 35 | * |
| (d) industrial dispute | * | * | * | * | * | * |
| (e) vacation | 70 | 51 | 19 | 250 | 162 | 88 |
| (f) other | * | * | 2 | * | * | * |
| Usually work less than 35 hours | * | * | * | * | * | * |
| Persons without job and seeking work[1] | 167 | 142 | 25 | 174 | 146 | 28 |
| B. Persons not in the labour force | 4,807 | 884 | 3,923 | 4,703 | 771 | 3,932 |
| (a) permanently unable or too old to work | 148 | 95 | 53 | 167 | 110 | 57 |
| (b) keeping house | 3,420 | * | 3,418 | 3,505 | * | 3,503 |
| (c) going to school | 637 | 335 | 302 | * | * | * |
| (d) retired or voluntarily idle | 588 | 445 | 143 | 977 | 633 | 344 |
| (e) other | 14 | * | * | 49 | 24 | 25 |

[1] Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0.6 per cent for Canada as a whole in all characteristics.

* Less than 10,000.

## TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

| | Week Ended September 18, 1954 | | | Week Ended August 21, 1954 | | |
|---|---|---|---|---|---|---|
| | Total | Seeking Full-Time Work | Seeking Part Time Work | Total | Seeking Full Time Work | Seeking Part Time Work |
| Total looking for work | 180 | 171 | * | 191 | 178 | 13 |
| Without jobs | 167 | 159 | * | 174 | 163 | 11 |
| Under 1 month | 63 | ..... | ..... | 60 | ..... | ..... |
| 1— 3 months | 60 | ..... | ..... | 61 | ..... | ..... |
| 4— 6 months | 23 | ..... | ..... | 26 | ..... | ..... |
| 7—12 months | 15 | ..... | ..... | 21 | ..... | ..... |
| 13—18 months | * | ..... | ..... | * | ..... | ..... |
| 19—and over | * | ..... | ..... | * | ..... | ..... |
| Worked | 13 | 12 | * | 17 | 15 | * |
| 1—14 hours | * | * | * | * | * | * |
| 15—34 hours | * | * | * | 13 | 11 | * |

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0·6 per cent for Canada as a whole in all characteristics.

* Less than 10,000.

## TABLE A-3.—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 18, 1954

(Estimates in thousands)

| — | Canada | Nfld. | P.E.I. N.S. N,B. | Que. | Ont. | Man. Sask. Alta. | B.C. |
|---|---|---|---|---|---|---|---|
| *The Labour Force* | (1) | | | | (1) | | |
| Both Sexes | 5,483 | 108 | 414 | 1,571 | 1,989 | 958 | 443 |
| Agricultural | 932 | * | 55 | 216 | 278 | 352 | 29 |
| Non-Agricultural | 4,551 | 106 | 359 | 1,355 | 1,711 | 606 | 414 |
| Males | 4,234 | 90 | 327 | 1,204 | 1,497 | 777 | 339 |
| Agricultural | 876 | * | 53 | 207 | 251 | 339 | 24 |
| Non-Agricultural | 3,358 | 88 | 274 | 997 | 1,246 | 438 | 315 |
| Females | 1,249 | 18 | 87 | 367 | 492 | 181 | 104 |
| Agricultural | 56 | * | * | * | 27 | 13 | * |
| Non-Agricultural | 1,193 | 18 | 85 | 358 | 465 | 168 | 99 |
| All Ages | 5,483 | 108 | 414 | 1,571 | 1,989 | 958 | 443 |
| 14–19 years | 547 | 15 | 48 | 199 | 169 | 87 | 29 |
| 20–24 years | 723 | 16 | 54 | 235 | 245 | 126 | 47 |
| 25–44 years | 2,530 | 48 | 181 | 725 | 920 | 444 | 212 |
| 45–64 years | 1,464 | 25 | 112 | 368 | 564 | 260 | 135 |
| 65 years and over | 219 | * | 19 | 44 | 91 | 41 | 20 |
| *Persons with Jobs* | | | | | | | |
| All status groups | 5,316 | 105 | 401 | 1,507 | 1,928 | 945 | 430 |
| Males | 4,092 | 88 | 316 | 1,150 | 1,443 | 767 | 328 |
| Females | 1,224 | 17 | 85 | 357 | 485 | 178 | 102 |
| Agricultural | 927 | * | 55 | 214 | 276 | 351 | 29 |
| Non-Agricultural | 4,389 | 103 | 346 | 1,293 | 1,652 | 594 | 401 |
| Paid Workers | 4,016 | 85 | 308 | 1,168 | 1,552 | 546 | 357 |
| Males | 2,914 | 70 | 232 | 845 | 1,110 | 390 | 267 |
| Females | 1,102 | 15 | 76 | 323 | 442 | 156 | 90 |
| *Persons Without Jobs And Seeking Work* | | | | | | | |
| Both Sexes | 167 | * | 13 | 64 | 61 | 13 | 13 |
| *Persons not in the Labour Force* | | | | | | | |
| Both Sexes | 4,807 | 135 | 443 | 1,314 | 1,585 | 888 | 442 |
| Males | 884 | 35 | 92 | 214 | 270 | 171 | 102 |
| Females | 3,923 | 100 | 351 | 1,100 | 1,315 | 717 | 340 |

(1) Includes estimates for certain remote areas in Ontario, formerly excluded, amounting to 0.6 per cent for Canada as a whole and 1·8 per cent for Ontario in all characteristics.

* Less than 10,000.

## TABLE A-4.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Period | Atlantic | Quebec | Ontario | Prairies | B.C. Yukon N.W.T. | Canada Total | Adult Males |
|---|---|---|---|---|---|---|---|
| 1949—Total | 2,777 | 18,005 | 48,607 | 17,904 | 7,924 | 95,217 | 39,044 |
| 1950—Total | 2,198 | 13,575 | 39,041 | 12,795 | 6,123 | 73,912 | 30,700 |
| 1951—Total | 3,928 | 46,033 | 104,842 | 25,165 | 14,423 | 194,391 | 95,818 |
| 1952—Total | 4,531 | 35,318 | 86,059 | 23,560 | 15,030 | 164,498 | 66,083 |
| 1953—Total | 4,049 | 34,294 | 90,120 | 27,208 | 13,197 | 168,868 | 68,269 |
| 1953—January-September | 3,186 | 24,979 | 64,850 | 21,944 | 10,139 | 125,098 | 52,410 |
| 1954—January-September | 3,146 | 22,992 | 68,043 | 22,953 | 9,719 | 126,853 | 56,739 |

## TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Period | Managerial and Professional | Clerical | Transportation and Communication | Commercial and Financial | Service | Agriculture | Fishing, Trapping, Logging and Mining | Manufacturing, Mechanical and Construction | Labourers | Others | Total Workers |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1951—Total | 4,001 | 5,317 | ..... | ..... | ..... | 25,890 | ..... | ..... | ..... | 5,402 | 114,786 |
| 1952—Total | 7,054 | 6,900 | ..... | ..... | ..... | 16,971 | ..... | ..... | ..... | 1,526 | 85,029 |
| 1953—Total | 10,021 | 6,339 | 1,855 | 3,185 | 13,766 | 17,250 | 879 | 26,492 | 10,380 | 966 | 91,133 |
| 1953—January—September | 7,624 | 4,660 | 1,384 | 2,391 | 9,418 | 15,370 | 671 | 19,419 | 6,870 | 757 | 68,564 |
| 1954—January—September | 8,053 | 5,496 | 1,667 | 2,231 | 9,407 | 9,830 | 672 | 23,088 | 11,337 | 504 | 72,285 |

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

# B—Labour Income

## TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

| —— | Agriculture, Forestry, Fishing, Trapping, Mining | Manufacturing | Construction | Utilities Transportation, Communication, Storage Trade | Finance, Services, (including Government) | Supplementary Labour Income | Total |
|---|---|---|---|---|---|---|---|
| 1943—Average | 32 | 168 | 21 | 86 | 78 | 14 | 399 |
| 1944—Average | 33 | 171 | 17 | 95 | 83 | 13 | 412 |
| 1945—Average | 35 | 156 | 19 | 100 | 90 | 13 | 413 |
| 1946—Average | 41 | 147 | 25 | 114 | 103 | 14 | 444 |
| 1947—Average | 42 | 177 | 34 | 134 | 114 | 17 | 518 |
| 1948—Average | 49 | 203 | 41 | 154 | 131 | 19 | 597 |
| *1949—Average | 49 | 214 | 47 | 169 | 147 | 21 | 647 |
| 1950—Average | 55 | 231 | 47 | 180 | 156 | 24 | 693 |
| 1951—Average | 72 | 272 | 52 | 208 | 178 | 28 | 810 |
| 1952—Average | 76 | 302 | 62 | 230 | 199 | 32 | 901 |
| 1953—Average | 73 | 330 | 70 | 250 | 215 | 34 | 972 |
| 1952—March | 75 | 293 | 48 | 217 | 193 | 31 | 857 |
| April | 64 | 293 | 53 | 222 | 194 | 31 | 857 |
| May | 70 | 295 | 59 | 227 | 198 | 31 | 880 |
| June | 72 | 295 | 61 | 231 | 202 | 31 | 892 |
| July | 72 | 297 | 70 | 234 | 198 | 32 | 903 |
| August | 78 | 308 | 75 | 234 | 198 | 32 | 925 |
| September | 80 | 315 | 74 | 236 | 203 | 33 | 941 |
| October | 83 | 317 | 78 | 238 | 205 | 34 | 955 |
| November | 84 | 321 | 75 | 242 | 206 | 33 | 961 |
| December | 78 | 325 | 62 | 244 | 205 | 34 | 948 |
| 1953—January | 72 | 321 | 58 | 246* | 203 | 34 | 934 |
| February | 70 | 326 | 55 | 234 | 205 | 33 | 923 |
| March | 62 | 328 | 57 | 234 | 210 | 33 | 924 |
| April | 60 | 328 | 63 | 251* | 210 | 34 | 946 |
| May | 69 | 331 | 72 | 246 | 214 | 34 | 966 |
| June | 75 | 333 | 72 | 251 | 216 | 34 | 981 |
| July | 77 | 330 | 76 | 253 | 212 | 35 | 983 |
| August | 80 | 334 | 81 | 253 | 212 | 34 | 994 |
| September | 80 | 337 | 82 | 356 | 224 | 35 | 1,014 |
| October | 78 | 333 | 83 | 257 | 226 | 35 | 1,012 |
| November | 77 | 328 | 76 | 256 | 224 | 35 | 996 |
| December | 71 | 333 | 69 | 255 | 225 | 35 | 988 |
| 1954—January | 65 | 322 | 56 | 245 | 223 | 34 | 945 |
| February | 66 | 325 | 54 | 247 | 225 | 33 | 950 |
| March | 62 | 323 | 54 | 245 | 226 | 33 | 943 |
| April | 59 | 322 | 59 | 251 | 229 | 34 | 954 |
| May | 69 | 320 | 67 | 253 | 232 | 34 | 975 |
| June | 74 | 325 | 70 | 259 | 237 | 35 | 1,000 |
| July | 80 | 323 | 77 | 262 | 233 | 35 | 1,010 |
| August | 83 | 323 | 76 | 261 | 235 | 36 | 1,014 |

† Includes Newfoundland, since 1949.

* Includes retroactive wage payment to railway employees.

# C—Employment, Hours and Earnings

## TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

**Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At September 1, employers in the principal non agricultural industries reported a total employment of 2,538,391.**

| Year and Month | Canada | Newfoundland | Prince Edward Island | Nova Scotia | New Brunswick | Quebec | Ontario | Manitoba | Saskatchewan | Alberta | British Columbia |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1947—Average | 95·7 | .... | 93·3 | 92·1 | 104·3 | 97·8 | 94·7 | 93·6 | 97·2 | 88·1 | 97·1 |
| 1948—Average | 99·7 | .... | 102·6 | 99·6 | 105·2 | 101·2 | 98·9 | 97·2 | 99·5 | 93·7 | 101·3 |
| 1949—Average | 100·0 | .... | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 |
| 1950—Average | 101·5 | .... | 110·3 | 95·6 | 102·6 | 100·5 | 102·7 | 100·8 | 100·8 | 104·5 | 100·8 |
| 1951—Average | 108·8 | 111·7 | 112·6 | 100·3 | 109·0 | 109·2 | 110·4 | 103·9 | 106·0 | 112·4 | 106·1 |
| 1952—Average | 111·6 | 130·2 | 123·2 | 104·0 | 109·5 | 113·4 | 112·0 | 106·0 | 111·4 | 120·8 | 106·7 |
| 1953—Average | 113·4 | 140·9 | 116·4 | 101·2 | 101·4 | 112·8 | 114·7 | 107·2 | 116·0 | 128·5 | 108·4 |
| Sept. 1, 1952 | 115·2 | 149·5 | 133·2 | 109·9 | 110·8 | 116·2 | 114·6 | 109·6 | 117·5 | 130·5 | 112·6 |
| Jan. 1, 1953 | 113·0 | 132·4 | 116·7 | 99·3 | 107·8 | 113·8 | 114·5 | 106·7 | 113·5 | 125·7 | 106·4 |
| Feb. 1, 1953 | 110·3 | 125·3 | 110·8 | 101·0 | 100·6 | 110·6 | 113·1 | 104·0 | 106·2 | 121·6 | 101·0 |
| Mar. 1, 1953 | 110·0 | 117·8 | 103·7 | 97·9 | 98·6 | 109·7 | 112·9 | 102·5 | 105·7 | 122·7 | 102·1 |
| Apr. 1, 1953 | 110·0 | 122·4 | 104·0 | 96·9 | 96·6 | 108·3 | 113·2 | 102·9 | 105·7 | 121·6 | 104·6 |
| May 1, 1953 | 110·9 | 133·6 | 108·3 | 97·4 | 94·8 | 109·1 | 113·4 | 104·8 | 109·2 | 123·6 | 106·5 |
| June 1, 1953 | 112·4 | 141·1 | 118·8 | 100·7 | 99·6 | 111·8 | 113·7 | 106·7 | 115·1 | 127·7 | 108·1 |
| July 1, 1953 | 114·9 | 154·7 | 119·6 | 103 9 | 100·4 | 113·7 | 115·7 | 109·3 | 119·7 | 131·3 | 111·6 |
| Aug. 1, 1953 | 115·6 | 156·6 | 124·6 | 104·2 | 105·4 | 114·0 | 115·4 | 110·5 | 123·3 | 135·2 | 114·2 |
| Sept. 1, 1953 | 116·6 | 156·0 | 124·7 | 104·0 | 107·1 | 115·6 | 116·5 | 111·1 | 123·3 | 135·6 | 114·7 |
| Oct. 1, 1953 | 116·9 | 157·4 | 119·8 | 104·7 | 102·2 | 116·2 | 117·1 | 110·5 | 123·9 | 135·0 | 114·6 |
| Nov. 1, 1953 | 115·9 | 149·8 | 125·2 | 103·9 | 101·9 | 116·3 | 116·3 | 108·7 | 124·1 | 132·4 | 110·2 |
| Dec. 1, 1953 | 114·1 | 141·2 | 121·1 | 100·2 | 102·3 | 114·6 | 114·8 | 108·8 | 122·7 | 130·1 | 107·1 |
| Jan. 1, 1954 | 109·9 | 125·4 | 105·8 | 97·5 | 99·7 | 108·7 | 112·3 | 104·7 | 115·9 | 124·7 | 103·2 |
| Feb. 1, 1954 | 107·0 | 113·4 | 96·0 | 95·4 | 97·6 | 105·7 | 110·8 | 100·9 | 109·5 | 118·3 | 97·5 |
| Mar. 1, 1954 | 106·6 | 112·3 | 102·4 | 95·2 | 96·8 | 105·2 | 110·2 | 99·6 | 108·7 | 119·4 | 98·5 |
| Apr. 1, 1954 | 105·6 | 113·1 | 93·4 | 93·3 | 91·3 | 103·5 | 109·0 | 99·9 | 107·4 | 118·5 | 101·3 |
| May 1, 1954 | 106·2 | 117·9 | 97·6 | 92·8 | 90·2 | 104·5 | 109·0 | 100·4 | 110·0 | 119·0 | 103·2 |
| June 1, 1954 | 109·0 | 122·2 | 111·0 | 96·1 | 95·4 | 107·7 | 110·7 | 103·2 | 116·9 | 124·7 | 106·3 |
| July 1, 1954 | 111·7 | 134·9 | 115·1 | 99·2 | 97·8 | 110·6 | 112·2 | 106·2 | 123·0 | 130·9 | 109·2 |
| Aug. 1, 1954 | 112·3 | 139·1 | 119·4 | 100·2 | 101·0 | 110·9 | 111·3 | 108·5 | 127·7 | 137·0 | 112·0 |
| Sept. 1, 1954 | 112·7 | 138·8 | 121·2 | 100·8 | 100·4 | 111·8 | 111·4 | 109·0 | 126·1 | 135·6 | 113·0 |
| Percentage Distribution of Employees of Reporting Establishments at September 1, 1954 | 100·0 | 1·6 | 0·2 | 3·4 | 2·3 | 28·4 | 41·6 | 5·2 | 2·6 | 5·4 | 9·3 |

NOTE.—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

## TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

| Year and Month | Industrial Composite[1] | | | | Manufacturing | | | |
|---|---|---|---|---|---|---|---|---|
| | Index Numbers | | | Average Weekly Wages and Salaries | Index Numbers | | | Average Weekly Wages and Salaries |
| | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | |
| | | | | $ | | | | $ |
| 1947—Average | 95·7 | 80·7 | 84·2 | 36.19 | 97·2 | 80·4 | 82·6 | 36.34 |
| 1948—Average | 99·7 | 93·2 | 93·2 | 40.06 | 100·1 | 92·6 | 92·5 | 40.67 |
| 1949—Average | 100·0 | 100·0 | 100·0 | 42.96 | 100·0 | 100·0 | 100·0 | 43.97 |
| 1950—Average | 101·5 | 106·0 | 104·4 | 44.84 | 100·9 | 106·2 | 105·1 | 46.21 |
| 1951—Average | 108·8 | 125·6 | 115·5 | 49.61 | 108·0 | 126·1 | 116·6 | 51·25 |
| 1952—Average | 111·6 | 140·3 | 126·0 | 54.13 | 109·3 | 139·7 | 127·6 | 56·11 |
| 1953—Average | 113·4 | 151·5 | 133·4 | 57·30 | 113·3 | 152·4 | 134·2 | 59·01 |
| Sept. 1, 1952 | 115·2 | 145·8 | 127·0 | 54.55 | 112·8 | 144·7 | 128·2 | 56.35 |
| Jan. 1, 1953 | 113·0 | 141·6 | 125·3 | 53.81 | 111·4 | 139·1 | 124·9 | 54.92 |
| Feb. 1, 1953 | 110·3 | 145·6 | 132·0 | 56.72 | 111·9 | 149·7 | 133·8 | 58.82 |
| Mar. 1, 1953 | 110·0 | 147·0 | 133·6 | 57.40 | 112·7 | 151·9 | 134·8 | 59.25 |
| Apr. 1, 1953 | 110·0 | 146·7 | 133·4 | 57.33 | 112·9 | 152·6 | 135·2 | 59.43 |
| May 1, 1953 | 110·9 | 148·2 | 133·9 | 57.52 | 113·1 | 152·9 | 135·2 | 59.43 |
| June 1, 1953 | 112·4 | 151·5 | 134·4 | 57.72 | 113·4 | 154·0 | 135·2 | 59.43 |
| July 1, 1953 | 114·9 | 154·5 | 134·0 | 57.57 | 114·7 | 155·0 | 134·5 | 59.16 |
| Aug. 1, 1953 | 115·6 | 155·3 | 133·9 | 57.52 | 114·4 | 153·9 | 134·0 | 58.93 |
| Sept. 1, 1953 | 116·6 | 157·0 | 134·1 | 57.61 | 115·6 | 155·4 | 133·8 | 58.83 |
| Oct. 1, 1953 | 116·9 | 158·7 | 135·3 | 58.11 | 115·2 | 157·1 | 135·8 | 59·69 |
| Nov. 1, 1953 | 115·9 | 157·4 | 135·3 | 58.14 | 113·1 | 155·0 | 136·4 | 59.98 |
| Dec. 1, 1953 | 114·1 | 154·9 | 135·3 | 58.13 | 110·9 | 152·8 | 137·1 | 60.29 |
| Jan. 1, 1954 | 109·9 | 145·3 | 131·7 | 56.56 | 108·0 | 143·7 | 132·5 | 58.24 |
| Feb. 1, 1954 | 107·0 | 146·2 | 136·1 | 58.47 | 108·3 | 150·0 | 137·8 | 60.60 |
| Mar. 1, 1954 | 106·6 | 147·6 | 137·8 | 59.22 | 108·3 | 151·2 | 139·0 | 61.13 |
| Apr. 1, 1954 | 105·6 | 145·7 | 137·5 | 59.06 | 107·9 | 150·8 | 139·2 | 61.19 |
| May 1, 1954 | 106·2 | 146·8 | 137·7 | 59.15 | 107·3 | 150·3 | 139·4 | 61.30 |
| June 1, 1954 | 109·0 | 148·9 | 136·0 | 58.42 | 107·7 | 149·0 | 137·7 | 60.54 |
| July 1, 1954 | 111·7 | 153·9 | 137·3 | 58.98 | 108·8 | 151·7 | 138·7 | 60.99 |
| Aug. 1, 1954 | 112·3 | 155·4 | 137·7 | 59.17 | 108·0 | 150·9 | 138·9 | 61.07 |
| Sept. 1, 1954 | 112·7 | 155·2 | 137·2 | 58.94 | 108·3 | 150·6 | 138·3 | 60.81 |

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

## TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100)

SOURCE: Employment and Payrolls, D.B.S.

| Area and Industries | Index Numbers (1949=100) | | | | | | Average Weekly Wages and Salaries, in Dollars | | |
|---|---|---|---|---|---|---|---|---|---|
| | EMPLOYMENT | | | PAYROLLS | | | | | |
| | Sept. 1 1954 | Aug. 1 1954 | Sept. 1 1953 | Sept. 1 1954 | Aug. 1 1954 | Sept. 1 1953 | Sept. 1 1954 | Aug. 1 1954 | Sept. 1 1953 |
| (a) PROVINCES | | | | | | | | | |
| Newfoundland | 138·8 | 139·1 | 156·0 | 202·9 | 203·0 | 245·1 | 54.87 | 54.77 | 58.95 |
| Prince Edward Island | 121·2 | 119·4 | 124·7 | 156·3 | 156·7 | 165·2 | 43.48 | 44.27 | 44.64 |
| Nova Scotia | 100·8 | 100·2 | 104·0 | 132·1 | 133·4 | 135·0 | 49.04 | 49.81 | 48.55 |
| New Brunswick | 100·4 | 101·0 | 107·1 | 133·6 | 132·5 | 139·1 | 50.33 | 49.63 | 49.08 |
| Quebec | 111·8 | 110·9 | 115·6 | 154·3 | 152·7 | 153·7 | 56.67 | 56.55 | 54.61 |
| Ontario | 111·4 | 111·3 | 116·5 | 154·1 | 154·8 | 156·6 | 61.19 | 61.53 | 59.51 |
| Manitoba | 109·0 | 108·5 | 111·1 | 146·5 | 145·5 | 145·5 | 57.18 | 57.02 | 55.70 |
| Saskatchewan | 126·1 | 127·7 | 123·3 | 172·6 | 175·9 | 166·3 | 56.64 | 57.03 | 55.92 |
| Alberta | 135·6 | 137·0 | 135·6 | 180·6 | 185·7 | 182·6 | 59.12 | 60.17 | 59.88 |
| British Columbia | 113·0 | 112·0 | 114·7 | 158·9 | 159·0 | 161·1 | 64.14 | 64.79 | 64.14 |
| **CANADA** | **112·7** | **112·3** | **116·6** | **155·2** | **155·4** | **157·0** | **58.94** | **59.17** | **57.61** |
| (b) METROPOLITAN AREAS | | | | | | | | | |
| St. John's | 119·6 | 121·0 | 123·5 | 163·5 | 163·2 | 161·6 | 44.10 | 43.53 | 42.16 |
| Sydney | 92·0 | 92·6 | 97·9 | 114·4 | 121·0 | 125·5 | 58.33 | 61.34 | 60.16 |
| Halifax | 110·5 | 112·9 | 115·7 | 149·5 | 151·7 | 150·1 | 48.10 | 47.81 | 46.16 |
| Saint John | 95·1 | 97·6 | 101·8 | 125·3 | 127·1 | 128·3 | 47.26 | 46.70 | 45.24 |
| Quebec | 115·2 | 114·1 | 114·4 | 159·0 | 155·4 | 153·5 | 49.01 | 48.36 | 47.59 |
| Sherbrooke | 98·8 | 99·6 | 103·6 | 133·6 | 132·0 | 131·8 | 48.76 | 47.80 | 45.88 |
| Three Rivers | 109·1 | 110·0 | 105·3 | 150·8 | 149·0 | 138·1 | 56.84 | 55.65 | 53.88 |
| Drummondville | 68·0 | 67·7 | 84·7 | 89·5 | 89·5 | 111·5 | 51.14 | 51.33 | 51.17 |
| Montreal | 111·0 | 110·5 | 114·8 | 153·0 | 152·2 | 152·8 | 57.56 | 57.50 | 55·53 |
| Ottawa—Hull | 113·0 | 112·6 | 110·4 | 157·8 | 157·7 | 147·7 | 55.05 | 55.23 | 52.55 |
| Peterborough | 94·9 | 96·2 | 100·7 | 130·9 | 132·3 | 137·5 | 61.80 | 61.84 | 61.17 |
| Oshawa | 116·0 | 133·3 | 160·3 | 127·0 | 168·7 | 199·4 | 55.75 | 64.45 | 63.36 |
| Niagara Falls | 156·6 | 145·3 | 182·6 | 220·3 | 214·0 | 261·7 | 64.13 | 67.15 | 65.36 |
| St. Catharines | 109·4 | 109·1 | 120·7 | 150·1 | 149·1 | 157·1 | 67.52 | 67.21 | 64.08 |
| Toronto | 120·1 | 119·3 | 120·2 | 170·4 | 169·8 | 164·5 | 62.81 | 62.98 | 60.58 |
| Hamilton | 102·8 | 103·1 | 111·4 | 139·2 | 140·5 | 145·3 | 62.78 | 63.22 | 60.50 |
| Brantford | 81·8 | 80·9 | 81·5 | 105·2 | 108·5 | 104·6 | 56.36 | 58.76 | 56.26 |
| Galt | 98·6 | 99·0 | 108·0 | 135·7 | 136·6 | 147·3 | 54.10 | 54.22 | 53.59 |
| Kitchener | 102·3 | 102·6 | 110·3 | 144·2 | 144·4 | 150·4 | 57·33 | 57.22 | 55.46 |
| Sudbury | 136·5 | 137·1 | 133·0 | 185·9 | 186·0 | 186·8 | 72.87 | 72.63 | 75.19 |
| London | 109·1 | 109·1 | 114·0 | 152·8 | 150·6 | 154·4 | 56.82 | 55.96 | 54.97 |
| Sarnia | 117·2 | 123·7 | 124·6 | 179·1 | 191·4 | 187·5 | 74.27 | 75.25 | 73.25 |
| Windsor | 80·9 | 89·5 | 108·5 | 108·8 | 120·2 | 140·4 | 67.69 | 67.64 | 65.19 |
| Sault Ste. Marie | 100·3 | 102·4 | 141·9 | 133·8 | 141·8 | 185·5 | 68.05 | 70.60 | 66.67 |
| Ft. William—Pt. Arthur | 113·8 | 112·5 | 127·1 | 155·8 | 153·5 | 168·5 | 61.43 | 61.21 | 59.71 |
| Winnipeg | 105·7 | 105·4 | 106·1 | 145·0 | 144·1 | 139·9 | 54.39 | 54.23 | 52.31 |
| Regina | 123·0 | 127·5 | 115·9 | 176·9 | 185·4 | 156·0 | 54.94 | 55.56 | 51.48 |
| Saskatoon | 127·3 | 129·5 | 123·3 | 179·7 | 182·6 | 168·4 | 52.75 | 52.68 | 50.97 |
| Edmonton | 152·2 | 150·0 | 151·5 | 212·5 | 213·2 | 220·4 | 56.85 | 57.88 | 59.29 |
| Calgary | 136·9 | 140·1 | 134·3 | 188·0 | 195·6 | 181·1 | 57.74 | 58.70 | 56.78 |
| Vancouver | 105·8 | 140·6 | 104·6 | 148·6 | 148·5 | 142·6 | 61.51 | 62.17 | 59.77 |
| Victoria | 115·7 | 112·8 | 109·8 | 163·7 | 158·2 | 150·6 | 58.89 | 58.35 | 57.11 |
| (c) INDUSTRIES | | | | | | | | | |
| Forestry (chiefly logging) | 91·3 | 90·4 | 88·3 | 140·5 | 137·4 | 131·6 | 61.43 | 60.69 | 59.45 |
| Mining | 112·7 | 113·6 | 112·3 | 152·8 | 154·8 | 151·4 | 69.65 | 70.03 | 69.28 |
| Manufacturing | 108·3 | 108·0 | 115·6 | 150·6 | 150·9 | 155·4 | 60.81 | 61.07 | 58.83 |
| Durable Goods[1] | 112·3 | 114·4 | 124·9 | 156·2 | 159·5 | 168·8 | 65.27 | 65.43 | 63.49 |
| Non-Durable Goods | 104·9 | 102·5 | 107·6 | 145·1 | 142·3 | 142·1 | 56.69 | 56.88 | 54.17 |
| Construction | 127·8 | 125·4 | 139·6 | 188·2 | 187·2 | 208·9 | 60.95 | 61.81 | 61.93 |
| Transportation, storage, communication | 113·4 | 113·4 | 116·7 | 148·5 | 148·2 | 149·3 | 62.89 | 62.75 | 61.45 |
| Public utility operation | 121·9 | 121·7 | 117·9 | 171·0 | 170·5 | 159·9 | 66.76 | 67.00 | 64.80 |
| Trade | 113·9 | 113·9 | 111·8 | 156·9 | 157·8 | 148·2 | 51.08 | 51.38 | 49.03 |
| Finance, insurance and real estate | 127·7 | 127·8 | 122·4 | 163·8 | 164·1 | 151·3 | 54.16 | 54.20 | 52.16 |
| Service[2] | 118·9 | 118·9 | 112·9 | 156·3 | 157·1 | 143·6 | 38.31 | 38.49 | 36.66 |
| Industrial composite | 112·7 | 112·3 | 116·6 | 155·2 | 155·4 | 157·0 | 58.94 | 59.17 | 57.61 |

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

**Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.**

## TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

| Year and Month | All Manufactures | | | Durable Goods | | | Non-Durable Goods | | |
|---|---|---|---|---|---|---|---|---|---|
| | Average Hours | Average Hourly Earnings | Average Weekly Wages | Average Hours | Average Hourly Earnings | Average Weekly Wages | Average Hours | Average Hourly Earnings | Average Weekly Wages |
| | No. | cts. | $ | No. | cts. | $ | No. | cts. | $ |
| 1945—Average | 44·3 | 69·4 | 30.74 | 44·7 | 76·7 | 34.28 | 43·7 | 60·7 | 26.53 |
| 1946—Average | 42·7 | 70·0 | 29.87 | 42·8 | 76·4 | 32.70 | 42·6 | 63·8 | 27.18 |
| 1947—Average | 42·5 | 80·3 | 34.13 | 42·7 | 87·2 | 37.23 | 42·3 | 73·4 | 31·05 |
| 1948—Average | 42·2 | 91·3 | 38.53 | 42·3 | 98·4 | 41.62 | 42·0 | 84·0 | 35.28 |
| 1949—Average | 42·3 | 98·6 | 41.71 | 42·5 | 106·5 | 45.26 | 42·0 | 90·6 | 38.05 |
| 1950—Average | 42·3 | 103·6 | 43.82 | 42·5 | 112·0 | 47.60 | 42·2 | 95·2 | 40.17 |
| 1951—Average | 41·8 | 116·8 | 48.82 | 42·0 | 125·8 | 52.84 | 41·7 | 107·2 | 44.70 |
| 1952—Average | 41·5 | 129·2 | 53.62 | 41·6 | 139·8 | 58.16 | 41·3 | 117·4 | 48.49 |
| 1953—Average | 41·3 | 135·8 | 56.09 | 41·6 | 147·1 | 61.19 | 40·9 | 122·9 | 50.27 |
| Sept. 1, 1952 | 41·6 | 129·5 | 53.87 | 41·8 | 141·2 | 59.02 | 41·4 | 116·8 | 48.36 |
| *Jan. 1, 1953 | 38·3 | 134·0 | 51.32 | 38·5 | 144·5 | 55.63 | 38·2 | 121·8 | 46.53 |
| Feb. 1, 1953 | 41·9 | 134·2 | 56.23 | 41·9 | 145·7 | 61.05 | 41·8 | 120·8 | 50.49 |
| Mar. 1, 1953 | 42·1 | 134·4 | 56.58 | 42·4 | 146·3 | 62.03 | 41·7 | 120·7 | 50.33 |
| Apr. 1, 1953 | 42·1 | 134·9 | 56.79 | 42·3 | 146·7 | 62.05 | 41·8 | 121·3 | 50.70 |
| May 1, 1953 | 41·8 | 135·5 | 56.64 | 42·2 | 146·8 | 61.95 | 41·5 | 122·4 | 50.80 |
| June 1, 1953 | 41·7 | 135·9 | 56.67 | 42·1 | 146·8 | 61.80 | 41·3 | 123·1 | 50.84 |
| July 1, 1953 | 41·3 | 136·2 | 56.25 | 41·9 | 147·0 | 61.59 | 40·8 | 123·5 | 50.39 |
| Aug. 1, 1953 | 41·0 | 136·0 | 55.76 | 41·4 | 147·1 | 60.90 | 40·6 | 123·4 | 50.10 |
| Sept. 1, 1953 | 41·0 | 135·7 | 55.64 | 41·3 | 147·3 | 60.83 | 40·8 | 123·0 | 50.18 |
| Oct. 1, 1953 | 41·5 | 136·6 | 56.69 | 41·9 | 148·5 | 62.22 | 41·1 | 123·7 | 50.84 |
| Nov. 1, 1953 | 41·4 | 137·4 | 56.88 | 41·7 | 148·8 | 62.05 | 41.0 | 124·8 | 51.17 |
| Dec. 1, 1953 | 41·2 | 138·4 | 57.02 | 41·7 | 149·5 | 62.34 | 40·7 | 126·1 | 51.32 |
| *Jan. 1, 1954 | 38·5 | 140·4 | 54.05 | 39·1 | 150·1 | 58.69 | 37·8 | 129·1 | 48.80 |
| Feb. 1, 1954 | 40·7 | 140·4 | 57.14 | 40·8 | 151·4 | 61.77 | 40·6 | 127·9 | 51.93 |
| Mar. 1, 1954 | 41·1 | 140·6 | 57.79 | 41·3 | 151·6 | 62.61 | 40·8 | 128·2 | 52.31 |
| Apr. 1, 1954 | 40·9 | 141·0 | 57.67 | 41·0 | 151·7 | 62.20 | 40·7 | 129·0 | 52.50 |
| May 1, 1954 | 40·6 | 141·8 | 57.57 | 40·9 | 152·3 | 62.29 | 40·3 | 129·9 | 52.35 |
| June 1, 1954 | 39·8 | 142·2 | 56.60 | 40·0 | 152·1 | 60.84 | 39·6 | 131·4 | 52.03 |
| July 1, 1954 | 40·5 | 141·6 | 57.35 | 40·9 | 151·6 | 62.00 | 40·1 | 130·8 | 52.45 |
| Aug. 1, 1954 | 40·7 | 140·9 | 57.35 | 40·9 | 151·5 | 61.96 | 40·4 | 129·9 | 52.48 |
| Sept. 1, 1954 | 40·9 | 139·9 | 57.10 | 40·9 | 150·9 | 61.72 | 40·8 | 128·5 | 52·43 |

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1.

## TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

| | Average Hours Worked | | | Average Hourly Earnings (in cents) | | |
|---|---|---|---|---|---|---|
| | Sept. 1, 1954 | Aug. 1, 1954 | Sept. 1, 1953 | Sept. 1, 1954 | Aug. 1, 1954 | Sept. 1, 1953 |
| Newfoundland | 42·4 | 42·1 | 41·7 | 134·2 | 133·3 | 129·7 |
| Nova Scotia | 41·0 | 41·4 | 42·1 | 120·1 | 120·5 | 119·5 |
| New Brunswick | 42·1 | 42·6 | 42·5 | 123·0 | 122·3 | 117·3 |
| Quebec | 42·2 | 41·7 | 42·6 | 126·6 | 127·7 | 122·4 |
| Ontario | 40·4 | 40·3 | 40·4 | 146·7 | 148·5 | 143·2 |
| Manitoba | 40·4 | 40·3 | 40·3 | 134·6 | 135·4 | 131·7 |
| Saskatchewan | 40·2 | 40·5 | 40·3 | 145·8 | 145·1 | 137·8 |
| Alberta | 39·9 | 39·9 | 40·3 | 146·1 | 144·5 | 139·6 |
| British Columbia | 38·0 | 38·2 | 38·3 | 166·0 | 167·8 | 162·4 |
| Montreal | 40·9 | 40·3 | 41·5 | 132·2 | 133·9 | 129·0 |
| Toronto | 40·4 | 40·3 | 40·5 | 150·1 | 150·9 | 144·4 |
| Hamilton | 39·5 | 39·5 | 38·7 | 157·2 | 158·5 | 155·2 |
| Windsor | 39·5 | 39·3 | 39·0 | 166·2 | 168·0 | 164·1 |
| Winnipeg | 40·1 | 39·9 | 40·0 | 133·2 | 133·9 | 130·5 |
| Vancouver | 37·8 | 38·0 | 38·2 | 165·4 | 167·3 | 162·7 |

## TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

| Industry | Average Hours | | | Average Hourly Earnings | | | Average Weekly Wages | | |
|---|---|---|---|---|---|---|---|---|---|
| | Sept. 1, 1954 | Aug. 1, 1954 | Sept. 1, 1953 | Sept. 1, 1954 | Aug. 1, 1954 | Sept. 1, 1953 | Sept. 1, 1954 | Aug. 1, 1954 | Sept. 1, 1953 |
| | no. | no. | no. | cts. | cts. | cts. | $ | $ | $ |
| Mining | 42·6 | 42·8 | 43·0 | 155·9 | 155·8 | 153·4 | 66.41 | 66.68 | 65.96 |
| Metal mining | 44·1 | 44·0 | 44·4 | 160·4 | 160·0 | 156·9 | 70.74 | 70.40 | 69.66 |
| Gold | 45·7 | 45·6 | 45·8 | 137·7 | 138·4 | 132·5 | 62.93 | 63.11 | 60.69 |
| Other metal | 43·2 | 43·1 | 43·6 | 173·9 | 173·0 | 172·2 | 75.12 | 74.56 | 75.08 |
| Fuels | 38·4 | 39·9 | 39·7 | 151·4 | 152·3 | 152·8 | 58.14 | 60.77 | 60.66 |
| Coal | 38·0 | 38·7 | 38·1 | 146·1 | 146·5 | 148·2 | 55.52 | 56.70 | 56.46 |
| Oil and natural gas | 39·8 | 43·4 | 44·5 | 166·6 | 168·1 | 165·1 | 66.31 | 72.96 | 73.47 |
| Non-metal | 43·9 | 43·7 | 43·6 | 145·2 | 144·8 | 141·4 | 63.74 | 63.28 | 61.65 |
| Manufacturing | 40·9 | 40·7 | 41·0 | 139·6 | 140·9 | 135·7 | 57.10 | 57.35 | 55.64 |
| Food and beverages | 41·2 | 41·1 | 41·1 | 116·2 | 119·0 | 112·5 | 47.87 | 48.91 | 46.24 |
| Meat products | 40·0 | 40·3 | 39·4 | 147·1 | 147·1 | 141·9 | 58.84 | 59.28 | 55.91 |
| Canned and preserved fruits and vegetables | 39·7 | 38·9 | 37·3 | 90·8 | 94·4 | 90·2 | 36.05 | 36.72 | 33.64 |
| Grain mill products | 42·6 | 42·3 | 42·1 | 138·7 | 138·6 | 128·5 | 59.09 | 58.63 | 54.10 |
| Bread and other bakery products | 43·9 | 44·4 | 44·1 | 106·0 | 106·0 | 105·4 | 46.53 | 47.06 | 46.48 |
| Distilled and malt liquors | 40·0 | 40·0 | 41·8 | 155·7 | 157·6 | 145·8 | 62.28 | 63.04 | 60.94 |
| Tobacco and tobacco products | 40·1 | 40·6 | 39·8 | 141·8 | 142·7 | 135·9 | 56.86 | 57.94 | 54.09 |
| Rubber products | 40·6 | 40·8 | 40·0 | 144·3 | 145·5 | 140·3 | 58.59 | 59.36 | 56.12 |
| Leather products | 39·4 | 38·8 | 39·8 | 99·0 | 99·3 | 97·1 | 39.01 | 38.53 | 38.65 |
| Boots and shoes (except rubber) | 39·3 | 38·7 | 39·1 | 95·6 | 95·8 | 93·4 | 37.57 | 37.07 | 36.52 |
| Textile products (except clothing) | 41·8 | 40·7 | 40·8 | 109·2 | 108·9 | 107·2 | 45.65 | 44.32 | 43.74 |
| Cotton yarn and broad woven goods | 39·3 | 37·3 | 37·9 | 110·5 | 110·1 | 109·8 | 43.43 | 41.07 | 41.61 |
| Woollen goods | 43·6 | 43·5 | 43·0 | 104·1 | 104·0 | 102·3 | 45·39 | 45·24 | 43.99 |
| Synthetic textiles and silk | 44·7 | 44·1 | 43·6 | 113·8 | 112·8 | 110·0 | 50.87 | 49.74 | 47.96 |
| Clothing (textile and fur) | 37·8 | 36·3 | 38·2 | 99·0 | 98·7 | 96·7 | 37.42 | 35.83 | 36.94 |
| Men's clothing | 37·1 | 35·6 | 38·0 | 97·5 | 96·7 | 94·4 | 36.17 | 34.43 | 35.87 |
| Women's clothing | 36·5 | 35·2 | 36·3 | 105·1 | 105·5 | 104·3 | 38.36 | 37.14 | 37.86 |
| Knit goods | 39·2 | 38·0 | 39·8 | 98·4 | 98·0 | 96·0 | 38.57 | 37.24 | 38.21 |
| *Wood products | 41·9 | 41·9 | 42·2 | 125·6 | 125·3 | 121·6 | 52.63 | 52.50 | 51.32 |
| Saw and planing mills | 41·1 | 41·5 | 41·7 | 132·5 | 132·3 | 128·5 | 54.46 | 54.90 | 53.58 |
| Furniture | 43·5 | 42·3 | 43·3 | 115·4 | 114·2 | 111·4 | 50.20 | 48.31 | 48.24 |
| Other wood products | 43·0 | 43·0 | 42·7 | 109·0 | 108·6 | 106·7 | 46.87 | 46.70 | 45.56 |
| Paper products | 43·0 | 43·0 | 43·6 | 160·9 | 160·9 | 152·4 | 69.19 | 69.19 | 66.45 |
| Pulp and paper mills | 43·4 | 43·3 | 44·2 | 171·2 | 171·1 | 162·3 | 74.30 | 74.09 | 71.74 |
| Other paper products | 42·0 | 42·0 | 41·7 | 127·6 | 127·8 | 121·6 | 53.59 | 53.68 | 50.71 |
| Printing, publishing and allied industries | 40·1 | 39·8 | 39·8 | 165·2 | 165·7 | 159·4 | 66.25 | 65.95 | 63.44 |
| *Iron and steel products | 40·9 | 41·1 | 41·5 | 157·1 | 157·7 | 154·1 | 64.25 | 64.81 | 63.95 |
| Agricultural implements | 36·9 | 40·2 | 38·8 | 160·1 | 164·2 | 161·3 | 59.08 | 66.01 | 62.58 |
| Fabricated and structural steel | 40·7 | 40·8 | 40·5 | 164·2 | 164·7 | 162·3 | 66.83 | 67.20 | 65.73 |
| Hardware and tools | 41·4 | 40·8 | 40·9 | 144·6 | 145·1 | 140·5 | 59.86 | 59.20 | 57.46 |
| Heating and cooking appliances | 41·8 | 39·9 | 41·6 | 140·2 | 138·9 | 133·5 | 58.60 | 55.42 | 55.54 |
| Iron castings | 41·9 | 41·9 | 42·1 | 156·1 | 156·7 | 151·3 | 65.41 | 65.66 | 63.70 |
| Machinery manufacturing | 41·6 | 41·3 | 42·4 | 152·1 | 152·6 | 146·7 | 63.27 | 63.02 | 62.20 |
| Primary iron and steel | 40·0 | 41·1 | 40·8 | 171·0 | 171·2 | 170·2 | 68.40 | 70.36 | 69.44 |
| Sheet metal products | 41·6 | 41·2 | 41·9 | 153·6 | 153·7 | 147·6 | 63.90 | 63.32 | 61.84 |
| *Transportation equipment | 39·8 | 40·0 | 40·6 | 161·9 | 162·0 | 157·0 | 64.44 | 64.80 | 63.74 |
| Aircraft and parts | 41·5 | 41·1 | 42·9 | 171·7 | 171·0 | 158·9 | 71.26 | 70.28 | 68.17 |
| Motor vehicles | 35·3 | 39·1 | 39·7 | 171·5 | 170·1 | 168·4 | 60.54 | 66.51 | 66.85 |
| Motor vehicle parts and accessories | 39·2 | 38·7 | 37·4 | 162·2 | 160·7 | 156·1 | 63.58 | 62.19 | 58.33 |
| Railroad and rolling stock equipment | 39·7 | 39·6 | 39·7 | 158·4 | 158·8 | 158·1 | 62.88 | 62.88 | 62.77 |
| Shipbuilding and repairing | 41·7 | 41·3 | 42·7 | 150·5 | 150·7 | 144·8 | 62.76 | 62.24 | 61.83 |
| *Non-ferrous metal products | 41·0 | 40·8 | 41·1 | 159.0 | 160·0 | 152·6 | 65.19 | 65.28 | 62.72 |
| Aluminum products | 41·2 | 40·8 | 41·7 | 145·7 | 145·8 | 141·2 | 60.03 | 59.49 | 58.88 |
| Brass and copper products | 40·8 | 40·9 | 41·7 | 148·2 | 150·6 | 144·0 | 60.47 | 61.60 | 60.05 |
| Smelting and refining | 41·0 | 41·0 | 40·9 | 171·8 | 172·4 | 165.4 | 70.44 | 70.68 | 67.65 |
| *Electrical apparatus and supplies | 40·2 | 39·9 | 40·4 | 150·9 | 151·7 | 143·4 | 60.66 | 60.53 | 57.93 |
| Heavy electrical machinery and equipment | 40·1 | 40·1 | 40·9 | 166·2 | 167·3 | 157·7 | 66.65 | 67.09 | 64.50 |
| *Non-metallic mineral products | 43·7 | 43·5 | 43·5 | 142·0 | 142·0 | 136·1 | 62.05 | 61.77 | 59.20 |
| Clay products | 44·7 | 44·4 | 44·8 | 131·6 | 131·7 | 123·3 | 58.83 | 58.47 | 55.24 |
| Glass and glass products | 42·4 | 41·5 | 44·0 | 139·7 | 139·1 | 132·9 | 59.23 | 57.73 | 58.48 |
| Products of petroleum and coal | 41·5 | 41·9 | 41·3 | 188·7 | 188·1 | 181·3 | 78.31 | 78.81 | 74.88 |
| Chemical products | 41·1 | 41·3 | 41·2 | 146·2 | 147·1 | 138·7 | 60.09 | 60.75 | 57.14 |
| Medicinal and pharmaceutical preparations | 41·0 | 40·7 | 40·9 | 120·7 | 119·8 | 114·6 | 49.49 | 48.76 | 46.87 |
| Acids, alkalis and salts | 41·9 | 41·8 | 41·3 | 167·7 | 168·4 | 157·9 | 70.27 | 70.39 | 65.21 |
| Miscellaneous manufacturing industries | 41·1 | 40·7 | 41·6 | 116·2 | 116·1 | 112·2 | 47.76 | 47.25 | 46.68 |
| *Durable goods | 40·9 | 40·9 | 41·3 | 150·9 | 151·5 | 147·3 | 61.72 | 61.96 | 60.83 |
| Non-durable goods | 40·8 | 40·4 | 40·8 | 128·5 | 129·9 | 123·0 | 52.43 | 52.48 | 50.18 |
| Construction | 41·8 | 42·0 | 43·3 | 144·0 | 145·4 | 143·0 | 60.19 | 61.07 | 61.92 |
| Buildings and structures | 41·5 | 42·0 | 42·2 | 155·5 | 155·9 | 157·5 | 64.53 | 65.90 | 66.47 |
| Highways, bridges and streets | 42·4 | 42·1 | 42·9 | 120·6 | 121·4 | 111·9 | 51.13 | 51.11 | 48.01 |
| Electric and motor transportation | 44·5 | 44·5 | 44·3 | 142·2 | 142·3 | 137·0 | 63.28 | 63.32 | 60.69 |
| Service | 40·9 | 41·2 | 41·8 | 81·7 | 81·2 | 77·3 | 33.42 | 33.45 | 32.31 |
| Hotels and restaurants | 41·6 | 42·2 | 42·4 | 80·4 | 79·9 | 76·7 | 33.45 | 33.72 | 32.52 |
| Laundries and dry cleaning plants | 40·1 | 40·0 | 41·2 | 79·6 | 79·1 | 74·7 | 31.92 | 31.64 | 30.78 |

* Durable manufactured goods industries.

## TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices & Price Indexes, D.B.S.

| Period | Average Hours Worked Per Week | Average Hourly Earnings | Average Weekly Earnings | Index Numbers (Av. 1949=100) | | |
|---|---|---|---|---|---|---|
| | | | | Average Weekly Earnings | Consumer Price Index | Average Real Weekly Earnings |
| | | cts. | $ | | | |
| Monthly Average 1945 | 44·3 | 69·4 | 30·74 | 73·7 | 75·0 | 98·3 |
| Monthly Average 1946 | 42·7 | 70·0 | 29·87 | 71·6 | 77·5 | 92·4 |
| Monthly Average 1947 | 42·5 | 80·3 | 34·13 | 81·8 | 84·8 | 96·5 |
| Monthly Average 1948 | 42·2 | 91·3 | 38·53 | 92·4 | 97·0 | 95·3 |
| Monthly Average 1949 | 42·3 | 98·6 | 41·71 | 100·0 | 100·0 | 100·0 |
| Monthly Average 1950 | 42·3 | 103·6 | 43·82 | 105·1 | 102·9 | 102·1 |
| Monthly Average 1951 | 41·8 | 116·8 | 48·82 | 117·0 | 113·7 | 102·9 |
| Monthly Average 1952 | 41·5 | 129·2 | 53·62 | 128·6 | 116·5 | 110·4 |
| Monthly Average 1953 | 41·3 | 135·8 | 56·09 | 134·5 | 115·5 | 116·5 |
| Week Preceding: | | | | | | |
| September 1, 1953 | 41·0 | 135·7 | 55·64 | 133·4 | 116·2 | 114·8 |
| October 1, 1953 | 41·5 | 136·6 | 56·69 | 135·9 | 116·7 | 116·5 |
| November 1, 1953 | 41·4 | 137·4 | 56·88 | 136·4 | 116·2 | 117·4 |
| December 1, 1953 | 41·2 | 138·4 | 57·02 | 136·7 | 115·8 | 118·0 |
| January 1, 1954 | 41·0* | 140·4 | 57·56 | 138·0 | 115·7 | 119·3 |
| February 1, 1954 | 40·7 | 140·4 | 57·14 | 137·0 | 115·7 | 118·4 |
| March 1, 1954 | 41·1 | 140·6 | 57·79 | 138·6 | 115·5 | 120·0 |
| April 1, 1954 | 40·9 | 141·0 | 57·67 | 138·3 | 115·6 | 119·6 |
| May 1, 1954 | 40·6 | 141·8 | 57·57 | 138·0 | 115·5 | 119·5 |
| June 1, 1954 | 39·8 | 142·2 | 56·60 | 135·7 | 116·1 | 116·9 |
| July 1, 1954 | 40·5 | 141·6 | 57·35 | 137·5 | 116·2 | 118·3 |
| August 1, 1954 | 40·7 | 140·9 | 57·35 | 137·5 | 117·0 | 117·5 |
| September 1, 1954(1) | 40·9 | 139·6 | 57·10 | 136·9 | 116·8 | 117·2 |

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1954, are 38·5 hours and $54.05.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

*Form UIC 751:* This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

*Form UIC 757:* This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

### TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

| Month | Unfilled Vacancies* | | | Live Applications for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| Date nearest: | | | | | | |
| November 1, 1948 | 31,856 | 18,595 | 50,451 | 67,569 | 34,280 | 101,849 |
| November 1, 1949 | 14,535 | 15,200 | 29,735 | 122,664 | 49,702 | 172,366 |
| November 1, 1950 | 41,144 | 13,085 | 54,229 | 89,690 | 57,313 | 147,003 |
| November 1, 1951 | 44,820 | 10,868 | 55,688 | 94,491 | 61,017 | 155,508 |
| November 1, 1952 | 23,846 | 18,092 | 41,938 | 99,383 | 49,258 | 148,641 |
| November 1, 1953 | 15,282 | 13,058 | 28,340 | 144,520 | 60,997 | 205,517 |
| December 1, 1953 | 15,446 | 11,868 | 27,314 | 241,094 | 74,513 | 315,607 |
| January 1, 1954 | 8,298 | 9,121 | 17,419 | 354,965 | 84,306 | 439,271 |
| February 1, 1954 | 8,406 | 9,575 | 17,981 | 439,633 | 103,112 | 542,745 |
| March 1, 1954 | 9,014 | 10,176 | 19,190 | 457,029 | 105,622 | 562,651 |
| April 1, 1954 | 11,434 | 12,293 | 23,727 | 466,120 | 101,933 | 568,053 |
| May 1, 1954 | 14,942 | 15,335 | 30,277 | 378,873 | 86,818 | 465,691 |
| June 1, 1954 | 14,284 | 15,790 | 30,074 | 237,848 | 76,782 | 314,630 |
| July 1, 1954 | 13,251 | 14,417 | 27,668 | 201,931 | 81,112 | 283,043 |
| August 1, 1954 | 12,113 | 12,913 | 25,026 | 181,457 | 77,396 | 258,853 |
| September 1, 1954 | 13,691 | 14,110 | 27,801 | 180,407 | 70,472 | 250,879 |
| October 1, 1954(1) | 16,381 | 13,018 | 29,399 | 170,883 | 71,561 | 242,444 |
| November 1, 1954(1) | 13,724 | 10,501 | 24,225 | 187,123 | 77,010 | 264,133 |

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

## TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT SEPTEMBER 30, 1954[1]

(Source: Form U.I.C. 751)

| Industry | Male | Female | Total | Change from August 31, 1954 | Change from Sept. 30, 1953 |
|---|---|---|---|---|---|
| **Agriculture, Fishing, Trapping** | **1,219** | **236** | **1,455** | **+ 143** | **— 63** |
| **Forestry** | **4,391** | **7** | **4,398** | **+ 2,610** | **— 618** |
| **Mining, Quarrying and Oil Wells** | **358** | **46** | **404** | **— 11** | **— 298** |
| Metal Mining | 145 | 6 | 151 | — 14 | — 127 |
| Fuels | 138 | 5 | 143 | + 1 | — 155 |
| Non-Metal Mining | 14 | 3 | 17 | — 15 | — 26 |
| Quarrying, Clay and Sand Pits | 5 | 1 | 6 | — 6 | — 28 |
| Prospecting | 56 | 31 | 87 | + 23 | + 38 |
| **Manufacturing** | **3,135** | **2,818** | **5,953** | **— 420** | **— 3,267** |
| Foods and Beverages | 353 | 307 | 660 | — 75 | — 68 |
| Tobacco and Tobacco Products | 3 | 7 | 10 | — 6 | — 12 |
| Rubber Products | 29 | 14 | 43 | 0 | — 37 |
| Leather Products | 50 | 136 | 186 | — 83 | — 251 |
| Textile Products (except clothing) | 87 | 166 | 253 | — 70 | — 116 |
| Clothing (textile and fur) | 138 | 1,511 | 1,649 | — 310 | — 659 |
| Wood Products | 230 | 70 | 300 | — 150 | — 271 |
| Paper Products | 92 | 48 | 140 | + 4 | — 199 |
| Printing, Publishing and Allied Industries | 99 | 85 | 184 | — 29 | — 283 |
| Iron and Steel Products | 368 | 118 | 486 | — 34 | — 386 |
| Transportation Equipment | 1,001 | 56 | 1,057 | + 297 | — 1 |
| Non-Ferrous Metal Products | 74 | 37 | 111 | — 10 | — 251 |
| Electrical Apparatus and Supplies | 303 | 85 | 388 | + 42 | — 61 |
| Non-Metallic Mineral Products | 63 | 28 | 91 | + 18 | — 105 |
| Products of Petroleum and Coal | 10 | 10 | 20 | — 4 | — 20 |
| Chemical Products | 139 | 38 | 177 | — 40 | — 304 |
| Miscellaneous Manufacturing Industries | 96 | 102 | 198 | + 30 | — 243 |
| **Construction** | **2,152** | **54** | **2,206** | **— 43** | **— 1,760** |
| General Contractors | 1,474 | 30 | 1,504 | — 53 | — 1,211 |
| Special Trade Contractors | 678 | 24 | 702 | + 10 | — 549 |
| **Transportation, Storage and Communication** | **446** | **191** | **637** | **— 160** | **— 841** |
| Transportation | 396 | 68 | 464 | — 103 | — 483 |
| Storage | 22 | 9 | 31 | — 7 | — 73 |
| Communication | 28 | 114 | 142 | — 50 | — 285 |
| **Public Utility Operation** | **108** | **25** | **133** | **+ 51** | **— 59** |
| **Trade** | **1,779** | **2,343** | **4,122** | **+ 156** | **— 2,178** |
| Wholesale | 587 | 402 | 989 | — 154 | — 665 |
| Retail | 1,192 | 1,941 | 3,133 | + 310 | — 1,513 |
| **Finance, Insurance and Real Estate** | **606** | **450** | **1,506** | **— 31** | **— 725** |
| **Service** | **2,046** | **6,902** | **8,948** | **— 738** | **— 4,154** |
| Community or Public Service | 222 | 971 | 1,193 | — 313 | — 394 |
| Government Service | 989 | 453 | 1,442 | + 134 | — 1,496 |
| Recreation Service | 122 | 111 | 233 | + 49 | — 171 |
| Business Service | 354 | 311 | 665 | — 247 | — 217 |
| Personal Service | 359 | 5,056 | 5,415 | — 361 | — 1,876 |
| **GRAND TOTAL** | **16,240** | **13,072** | **29,312** | **+ 1,557** | **— 13,963** |

[1] Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

## TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT SEPTEMBER 30, 1954[1]

(Source: Form U.I.C. 757)

| Occupational Group | Unfilled Vacancies[2] | | | Live Applications for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| Professional and managerial workers | 1,392 | 687 | 2,079 | 4,226 | 1,136 | 5,362 |
| Clerical workers | 912 | 2,468 | 3,380 | 9,611 | 21,502 | 31,113 |
| Sales workers | 1,362 | 1,449 | 2,811 | 4,022 | 8,731 | 12,753 |
| Personal and domestic service workers | 525 | 5,747 | 6,272 | 20,427 | 12,235 | 32,662 |
| Seamen | 3 | ..... | 3 | 793 | 4 | 797 |
| Agriculture and fishing | 1,305 | 10 | 1,315 | 1,221 | 98 | 1,319 |
| Skilled and semiskilled workers | 8,694 | 2,046 | 10,740 | 72,417 | 15,561 | 87,978 |
| Food and kindred products (inc. tobacco) | 41 | 20 | 61 | 916 | 408 | 1,324 |
| Textiles, clothing, etc | 126 | 1,669 | 1,795 | 2,870 | 9,315 | 12,185 |
| Lumber and wood products | 4,867 | 1 | 4,868 | 5,113 | 205 | 5,318 |
| Pulp, paper (inc. printing) | 49 | 11 | 60 | 732 | 349 | 1,081 |
| Leather and leather products | 40 | 102 | 142 | 993 | 982 | 1,975 |
| Stone, clay and glass products | 12 | 3 | 15 | 238 | 76 | 314 |
| Metalworking | 460 | 38 | 498 | 14,089 | 1,048 | 15,137 |
| Electrical | 153 | 21 | 174 | 1,707 | 751 | 2,458 |
| Transportation equipment | ..... | 1 | 1 | 1,359 | 136 | 1,495 |
| Mining | 134 | ..... | 134 | 1,078 | ..... | 1,078 |
| Construction | 918 | ..... | 918 | 13,472 | 4 | 13,476 |
| Transportation (except seamen) | 662 | 9 | 671 | 10,706 | 78 | 10,784 |
| Communications and public utility | 41 | ..... | 41 | 374 | 4 | 378 |
| Trade and service | 135 | 134 | 269 | 2,163 | 1,127 | 3,290 |
| Other skilled and semiskilled | 880 | 29 | 909 | 12,899 | 749 | 13,648 |
| Foremen | 67 | 7 | 74 | 1,475 | 287 | 1,762 |
| Apprentices | 109 | 1 | 110 | 2,233 | 42 | 2,275 |
| Unskilled workers | 2,188 | 611 | 2,799 | 58,166 | 12,294 | 70,460 |
| Food and tobacco | 214 | 232 | 446 | 1,490 | 1,815 | 3,305 |
| Lumber and lumber products | 81 | 10 | 91 | 4,588 | 250 | 4,838 |
| Metalworking | 29 | 52 | 81 | 6,114 | 493 | 6,607 |
| Construction | 876 | 1 | 877 | 17,835 | 18 | 17,853 |
| Other unskilled workers | 988 | 316 | 1,304 | 28,139 | 9,718 | 37,857 |
| **GRAND TOTAL** | **16,381** | **13,018** | **29,399** | **170,883** | **71,561** | **242,444** |

[1] Preliminary—subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, SEPTEMBER, 1954; LIVE APPLICATIONS AT OCTOBER 28, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C. 757 [2] Live Applications at October 28, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **Newfoundland** | **487** | **587** | **452** | **69** | **4,125** | **1,754** | **328** | **143** | **12** | **26** | **3,508** | **3,494** |
| Corner Brook | 43 | 85 | 30 | 29 | 1,464 | 328 | 41 | 33 | 3 | ..... | 1,152 | 896 |
| Grand Falls | ..... | 10 | 2 | ..... | 329 | 71 | 11 | 8 | ..... | 1 | 231 | 230 |
| St. John's | 444 | 492 | 420 | 40 | 2,332 | 1,355 | 276 | 102 | 9 | 25 | 2,125 | 2,368 |
| **Prince Edward Island** | **104** | **592** | **349** | **39** | **852** | **694** | **323** | **165** | **70** | **18** | **1,009** | **996** |
| Charlottetown | 69 | 214 | 77 | 10 | 489 | 398 | 187 | 111 | 36 | 2 | 639 | 618 |
| Summerside | 35 | 378 | 272 | 29 | 363 | 296 | 136 | 54 | 34 | 16 | 370 | 378 |
| **Nova Scotia** | **1,154** | **2,319** | **1,047** | **62** | **12,168** | **7,237** | **2,747** | **1,266** | **455** | **153** | **11,652** | **11,920** |
| Amherst | 19 | 123 | 14 | ..... | 390 | 301 | 178 | 110 | 9 | ..... | 354 | 390 |
| Bridgewater | 51 | 87 | 66 | ..... | 414 | 240 | 88 | 15 | 27 | 9 | 417 | 492 |
| Halifax | 647 | 1,254 | 718 | 4 | 3,815 | 2,733 | 1,476 | 612 | 288 | 28 | 3,603 | 3,578 |
| Inverness | 1 | 7 | ..... | ..... | 301 | 67 | 8 | 8 | ..... | ..... | 307 | 189 |
| Kentville | 73 | 207 | 128 | 55 | 789 | 303 | 132 | 68 | 2 | 1 | 739 | 625 |
| Liverpool | 28 | 26 | 29 | 1 | 150 | 139 | 26 | 12 | ..... | ..... | 197 | 261 |
| New Glasgow | 159 | 180 | 20 | 1 | 1,715 | 978 | 216 | 153 | 24 | 6 | 1,796 | 2,311 |
| Springhill | 1 | 54 | 1 | ..... | 1,369 | 325 | 52 | 52 | ..... | ..... | 515 | 420 |
| Sydney | 128 | 235 | 28 | 1 | 2,241 | 1,409 | 299 | 138 | 94 | 1 | 2,663 | 2,238 |
| Truro | 26 | 87 | 29 | ..... | 447 | 399 | 112 | 52 | 4 | 5 | 529 | 585 |
| Yarmouth | 21 | 59 | 14 | ..... | 537 | 343 | 160 | 46 | 7 | 103 | 532 | 831 |
| **New Brunswick** | **1,261** | **3,822** | **1,089** | **324** | **10,719** | **9,190** | **6,688** | **2,159** | **632** | **2,621** | **9,294** | **10,183** |
| Bathurst | 14 | 51 | 21 | 2 | 528 | 339 | 115 | 35 | 4 | 53 | 495 | 554 |
| Campbellton | 32 | 94 | 33 | ..... | 607 | 599 | 261 | 34 | 10 | 151 | 505 | 611 |
| Edmundston | 25 | 190 | 35 | ..... | 1,632 | 1,374 | 2,324 | 83 | 16 | 1,847 | 275 | 284 |
| Fredericton | 414 | 1,242 | 387 | 98 | 862 | 1,542 | 1,246 | 1,013 | 52 | 59 | 806 | 819 |
| Minto | 14 | 39 | 10 | ..... | 529 | 480 | 168 | 33 | ..... | 95 | 605 | 456 |
| Moncton | 515 | 757 | 308 | 99 | 1,969 | 1,656 | 845 | 351 | 166 | 70 | 2,027 | 2,351 |
| Newcastle | 7 | 129 | 26 | 3 | 650 | 568 | 201 | 77 | 6 | 70 | 736 | 927 |
| Saint John | 215 | 491 | 165 | ..... | 2,805 | 1,368 | 616 | 299 | 94 | 79 | 2,619 | 2,615 |
| St. Stephen | 6 | 329 | 13 | ..... | 700 | 703 | 412 | 43 | 273 | 62 | 784 | 1,016 |
| Sussex | 4 | 42 | 5 | ..... | 128 | 109 | 36 | 17 | 4 | 13 | 144 | 208 |
| Woodstock | 15 | 458 | 86 | 122 | 309 | 452 | 464 | 174 | 7 | 122 | 298 | 342 |
| **Quebec** | **8,003** | **31,376** | **9,984** | **1,648** | **74,381** | **61,842** | **34,623** | **15,451** | **4,530** | **5,207** | **70,806** | **75,531** |
| Asbestos | 9 | 157 | 31 | 4 | 366 | 234 | 116 | 61 | 31 | 8 | 322 | 371 |
| Beauharnois | 15 | 46 | 8 | 16 | 424 | 300 | 55 | 19 | 7 | 7 | 503 | 487 |
| Buckingham | 20 | 82 | 13 | ..... | 415 | 327 | 121 | 56 | 8 | 38 | 406 | 434 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Causapscal | 25 | 146 | 5 | ..... | 306 | 527 | 357 | 132 | 4 | 153 | 308 | 413 |
| Chandler | 4 | 4 | 1 | 1 | 209 | 188 | 105 | 1 | ..... | 80 | 177 | 200 |
| Chicoutimi | 149 | 573 | 198 | 196 | 710 | 770 | 428 | 225 | 23 | 8 | 523 | 575 |
| Dolbeau | 37 | 165 | 72 | 4 | 390 | 278 | 99 | 72 | 1 | 2 | 250 | 221 |
| Drummondville | 35 | 292 | 17 | 7 | 1,639 | 914 | 356 | 208 | 19 | 29 | 1,636 | 1,442 |
| Farnham | 42 | 107 | 36 | 6 | 330 | 257 | 71 | 54 | ..... | 1 | 457 | 650 |
| Forestville | 248 | 631 | 137 | 317 | 269 | 77 | 15 | 14 | ..... | 1 | 195 | 178 |
| Gaspe | 15 | 106 | 3 | 24 | 208 | 165 | 124 | 36 | 2 | 3 | 189 | 165 |
| Granby | 18 | 164 | 18 | ..... | 1,192 | 761 | 230 | 131 | 26 | 6 | 1,138 | 1,194 |
| Hull | 83 | 426 | 101 | 46 | 1,243 | 1,155 | 441 | 247 | 22 | 54 | 1,384 | 1,459 |
| Joliette | 82 | 378 | 223 | 12 | 1,426 | 952 | 298 | 111 | 18 | 26 | 1,389 | 1,491 |
| Jonquiere | 52 | 249 | 43 | 10 | 1,014 | 997 | 538 | 154 | 29 | 174 | 815 | 828 |
| Lachute | 1 | 85 | 21 | 2 | 277 | 189 | 87 | 51 | 7 | 7 | 272 | 289 |
| La Malbaie | 5 | 78 | 49 | ..... | 132 | 133 | 31 | 21 | 8 | ..... | 152 | 188 |
| La Tuque | 69 | 2,474 | 1,919 | 336 | 301 | 352 | 326 | 163 | 30 | ..... | 261 | 387 |
| Levis | 175 | 260 | 130 | 5 | 1,478 | 765 | 269 | 202 | 9 | 10 | 1,194 | 1,221 |
| Louiseville | 20 | 148 | 13 | 14 | 585 | 352 | 140 | 71 | ..... | 2 | 342 | 378 |
| Maniwaki | 4 | 374 | 1 | 1 | 93 | 397 | 371 | 342 | 5 | 10 | 63 | 118 |
| Matane | 143 | 146 | 55 | 60 | 478 | 377 | 216 | 143 | 22 | 46 | 239 | 288 |
| Megantic | 10 | 368 | 30 | ..... | 441 | 480 | 404 | 295 | ..... | 67 | 344 | 362 |
| Mont-Laurier | 5 | 38 | 3 | 1 | 483 | 178 | 34 | 11 | 1 | 1 | 398 | 330 |
| Montmagny | 18 | 38 | 24 | ..... | 553 | 531 | 400 | 12 | 3 | 280 | 376 | 439 |
| Montreal | 4,011 | 13,649 | 3,524 | 1 | 33,629 | 25,877 | 14,314 | 6,893 | 2,857 | 273 | 32,459 | 35,124 |
| New Richmond | 55 | 451 | 22 | 109 | 280 | 630 | 595 | 218 | 155 | 150 | 226 | 234 |
| Port Alfred | 6 | 402 | 183 | 14 | 183 | 152 | 87 | 42 | 3 | 2 | 182 | 203 |
| Quebec | 750 | 2,473 | 643 | 17 | 5,293 | 5,866 | 3,395 | 1,271 | 711 | 24 | 5,627 | 5,922 |
| Rimouski | 36 | 65 | 17 | ..... | 646 | 488 | 526 | 39 | 4 | 464 | 568 | 481 |
| Riviere du Loup | 121 | 198 | 19 | 1 | 968 | 3,112 | 3,056 | 246 | ..... | 2,831 | 803 | 646 |
| Roberval | 13 | 561 | 370 | 25 | 238 | 205 | 132 | 62 | 19 | 12 | 224 | 230 |
| Rouyn | 121 | 327 | 96 | ..... | 1,335 | 639 | 454 | 152 | 64 | 17 | 933 | 1,066 |
| Ste. Agathe | 17 | 102 | 6 | 34 | 294 | 216 | 86 | 53 | 4 | 1 | 255 | 366 |
| Ste. Anne de Bellevue | 37 | 102 | 25 | 22 | 333 | 281 | 99 | 76 | ..... | ..... | 385 | 490 |
| Ste. Therese | 60 | 263 | 80 | 17 | 785 | 588 | 315 | 185 | 4 | 2 | 830 | 850 |
| St. Georges Est | 320 | 941 | 366 | 4 | 613 | 1,176 | 907 | 846 | 7 | 14 | 589 | 635 |
| St. Hyacinthe | 51 | 238 | 124 | 1 | 1,243 | 615 | 208 | 116 | 29 | 5 | 1,092 | 1,205 |
| St. Jean | 62 | 250 | 63 | 10 | 1,042 | 1,026 | 395 | 160 | 10 | 55 | 1,024 | 1,075 |
| St. Jerome | 28 | 194 | 13 | 10 | 594 | 576 | 240 | 161 | 15 | 12 | 660 | 729 |
| St. Joseph d'Alma | 477 | 329 | 585 | 37 | 702 | 365 | 276 | 158 | 4 | ..... | 592 | 438 |
| Sept Iles | 30 | 443 | 48 | 228 | 139 | 234 | 241 | 176 | 2 | ..... | 133 | 155 |
| Shawinigan Falls | 16 | 336 | 22 | 3 | 1,515 | 1,190 | 437 | 263 | 21 | 35 | 1,407 | 1,634 |
| Sherbrooke | 142 | 923 | 167 | 3 | 2,730 | 2,188 | 943 | 563 | 185 | 13 | 2,908 | 2,809 |
| Sorel | 19 | 130 | 29 | ..... | 1,419 | 459 | 106 | 66 | 16 | 4 | 1,374 | 1,407 |
| Thetford Mines | 37 | 297 | 139 | 23 | 560 | 464 | 231 | 141 | 13 | 9 | 573 | 564 |
| Three Rivers | 115 | 574 | 136 | 14 | 2,286 | 1,942 | 1,122 | 351 | 107 | 213 | 2,275 | 2,453 |
| Val d'Or | 51 | 150 | 36 | 3 | 795 | 533 | 145 | 77 | 1 | 7 | 729 | 731 |
| Valleyfield | 57 | 195 | 47 | 6 | 1,079 | 765 | 394 | 149 | 7 | 40 | 955 | 1,088 |
| Victoriaville | 87 | 248 | 73 | 4 | 718 | 599 | 287 | 155 | 17 | 11 | 679 | 888 |
| **Ontario** | **8,086** | **37,109** | **8,991** | **459** | **108,607** | **83,718** | **41,214** | **20,064** | **8,825** | **879** | **102,488** | **104,705** |
| Arnprior | 21 | 166 | 17 | 18 | 132 | 166 | 176 | 147 | 4 | 11 | 95 | 119 |
| Barrie | 150 | 440 | 184 | 19 | 822 | 789 | 487 | 258 | 40 | ..... | 919 | 709 |
| Belleville | 25 | 334 | 28 | ..... | 871 | 679 | 330 | 188 | 104 | 10 | 647 | 726 |
| Bracebridge | 27 | 198 | 59 | ..... | 264 | 332 | 184 | 115 | 10 | ..... | 332 | 512 |
| Brampton | 26 | 192 | 39 | 21 | 311 | 337 | 196 | 109 | 22 | 19 | 336 | 355 |
| Brantford | 41 | 699 | 53 | 3 | 1,967 | 1,542 | 776 | 517 | 128 | 13 | 1,814 | 2,279 |
| Brockville | 18 | 216 | 38 | 1 | 280 | 333 | 271 | 167 | 18 | 23 | 223 | 257 |
| Carleton Place | ..... | 45 | 2 | ..... | 216 | 58 | 66 | 43 | ..... | 10 | 167 | 128 |
| Chatham | 348 | 297 | 337 | 1 | 1,236 | 756 | 384 | 160 | 68 | ..... | 1,275 | 1,331 |

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, SEPTEMBER, 1954; LIVE APPLICATIONS AT OCTOBER 28, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C. 757 [2] Live Applications at October 28, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **Ontario**—Con. | | | | | | | | | | | | |
| Cobourg | 15 | 190 | 26 | ..... | 375 | 459 | 277 | 126 | 39 | 11 | 428 | 363 |
| Collingwood | 18 | 177 | 15 | 1 | 650 | 315 | 183 | 114 | 51 | 5 | 620 | 601 |
| Cornwall | 76 | 953 | 55 | 4 | 1,401 | 2,298 | 1,137 | 697 | 248 | 41 | 1,828 | 1,549 |
| Fort Erie | 10 | 50 | 1 | 3 | 318 | 322 | 83 | 46 | ..... | 2 | 370 | 467 |
| Fort Frances | 25 | 37 | 11 | 1 | 144 | 101 | 42 | 28 | 4 | ..... | 138 | 170 |
| Fort William | 128 | 446 | 120 | 24 | 1,016 | 1,163 | 448 | 322 | 45 | 12 | 1,119 | 1,283 |
| Galt | 46 | 201 | 51 | 4 | 1,081 | 607 | 204 | 120 | 44 | 4 | 944 | 987 |
| Gananoque | 2 | 59 | 1 | ..... | 139 | 123 | 80 | 48 | 7 | 11 | 144 | 151 |
| Goderich | 27 | 72 | 29 | 3 | 238 | 257 | 92 | 26 | 20 | 9 | 307 | 302 |
| Guelph | 97 | 294 | 79 | 4 | 1,397 | 702 | 381 | 190 | 41 | 6 | 1,363 | 1,031 |
| Hamilton | 486 | 2,112 | 621 | 2 | 9,436 | 6,587 | 2,749 | 1,072 | 557 | 34 | 8,415 | 9,088 |
| Hawkesbury | 20 | 47 | 21 | ..... | 199 | 192 | 56 | 30 | ..... | 11 | 242 | 300 |
| Ingersoll | 32 | 172 | 15 | ..... | 371 | 309 | 187 | 121 | 38 | ..... | 353 | 489 |
| Kapuskasing | 29 | 100 | 30 | 3 | 300 | 221 | 124 | 84 | 2 | ..... | 300 | 411 |
| Kenora | 18 | 40 | 25 | 2 | 158 | 133 | 42 | 19 | ..... | ..... | 172 | 268 |
| Kingston | 190 | 755 | 154 | 12 | 734 | 1,243 | 843 | 630 | 56 | 4 | 717 | 783 |
| Kirkland Lake | 29 | 127 | 18 | ..... | 509 | 322 | 192 | 87 | 24 | ..... | 528 | 615 |
| Kitchener | 84 | 428 | 90 | ..... | 1,743 | 1,275 | 591 | 272 | 90 | 1 | 1,897 | 1,790 |
| Leamington | 15 | 174 | 9 | 4 | 610 | 437 | 208 | 92 | 47 | 1 | 537 | 763 |
| Lindsay | 37 | 157 | 52 | ..... | 721 | 312 | 140 | 29 | 76 | ..... | 754 | 616 |
| Listowel | 33 | 26 | 25 | 1 | 173 | 106 | 66 | 20 | ..... | 14 | 178 | 179 |
| London | 444 | 1,944 | 472 | ..... | 3,133 | 4,307 | 2,211 | 827 | 722 | 3 | 3,513 | 3,308 |
| Midland | 5 | 130 | 16 | ..... | 573 | 381 | 158 | 91 | 12 | ..... | 585 | 535 |
| Napanee | 8 | 37 | 1 | ..... | 208 | 168 | 56 | 34 | 1 | 3 | 212 | 248 |
| New Toronto | 113 | 769 | 113 | 91 | 1,375 | 1,527 | 884 | 493 | 80 | 12 | 1,367 | 1,642 |
| Niagara Falls | 78 | 580 | 46 | 1 | 1,238 | 1,383 | 647 | 444 | 87 | ..... | 1,437 | 1,678 |
| North Bay | 65 | 411 | 57 | 24 | 816 | 998 | 418 | 107 | 201 | ..... | 918 | 988 |
| Oakville | 50 | 782 | 554 | 19 | 319 | 534 | 511 | 198 | 26 | 21 | 333 | 619 |
| Orillia | 23 | 216 | 16 | 2 | 476 | 547 | 303 | 151 | 56 | 6 | 521 | 644 |
| Oshawa | 86 | 423 | 88 | 2 | 7,886 | 2,696 | 478 | 313 | 51 | 9 | 7,072 | 4,351 |
| Ottawa | 831 | 2,218 | 1,008 | 13 | 2,829 | 3,106 | 2,342 | 1,122 | 331 | 47 | 2,832 | 2,574 |
| Owen Sound | 79 | 198 | 36 | 1 | 613 | 555 | 328 | 177 | 28 | 20 | 642 | 736 |
| Parry Sound | 4 | 37 | 3 | ..... | 100 | 130 | 34 | 22 | 4 | ..... | 140 | 257 |
| Pembroke | 112 | 505 | 113 | ..... | 833 | 1,115 | 651 | 214 | 174 | 71 | 892 | 844 |
| Perth | 21 | 46 | 21 | ..... | 202 | 130 | 64 | 32 | 3 | 13 | 221 | 249 |
| Peterborough | 86 | 200 | 20 | ..... | 1,786 | 1,082 | 303 | 232 | 14 | 20 | 1,675 | 1,821 |
| Picton | 3 | 102 | 4 | ..... | 79 | 144 | 125 | 72 | 27 | ..... | 98 | 170 |
| Port Arthur | 163 | 781 | 110 | 25 | 1,034 | 1,421 | 795 | 509 | 121 | 26 | 1,134 | 1,500 |
| Port Colborne | 11 | 49 | 16 | 1 | 512 | 256 | 51 | 23 | 2 | 2 | 555 | 476 |
| Prescott | 49 | 103 | 33 | 34 | 414 | 268 | 89 | 60 | 14 | 1 | 391 | 349 |
| Renfrew | 8 | 99 | 5 | ..... | 278 | 210 | 107 | 86 | 5 | 19 | 256 | 298 |
| St. Catharines | 66 | 764 | 87 | 6 | 3,280 | 1,947 | 835 | 330 | 279 | 4 | 2,339 | 2,199 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| St. Thomas | 72 | 371 | 57 | ..... | 548 | 616 | 436 | 227 | 67 | ..... | 522 | 1,515 |
| Sarnia | 42 | 283 | 45 | ..... | 1,520 | 985 | 385 | 220 | 29 | ..... | 1,544 | 1,557 |
| Sault Ste. Marie | 69 | 395 | 71 | ..... | 2,362 | 937 | 571 | 356 | 32 | 2 | 2,444 | 2,677 |
| Simcoe | 90 | 507 | 41 | 3 | 329 | 619 | 526 | 374 | 24 | ..... | 292 | 492 |
| Sioux Lookout | 26 | 64 | 19 | ..... | 107 | 115 | 66 | 38 | 17 | 8 | 77 | 127 |
| Smiths Falls | 9 | 62 | 12 | ..... | 447 | 166 | 76 | 44 | 5 | 10 | 408 | 229 |
| Stratford | 26 | 170 | 32 | ..... | 625 | 462 | 287 | 93 | 43 | 8 | 560 | 575 |
| Sturgeon Falls | 10 | 109 | 4 | 17 | 480 | 347 | 103 | 43 | 44 | ..... | 485 | 629 |
| Sudbury | 167 | 663 | 95 | 2 | 1,078 | 1,642 | 846 | 557 | 77 | ..... | 1,083 | 1,802 |
| Timmins | 59 | 296 | 55 | 4 | 1,002 | 580 | 442 | 188 | 45 | 3 | 941 | 1,142 |
| Toronto | 2,639 | 11,951 | 2,931 | 13 | 24,847 | 23,452 | 12,249 | 4,889 | 3,991 | 295 | 23,159 | 24,130 |
| Trenton | 38 | 314 | 35 | 1 | 549 | 523 | 363 | 268 | 31 | 2 | 358 | 546 |
| Walkerton | 15 | 64 | 21 | ..... | 371 | 243 | 119 | 54 | 1 | 11 | 416 | 437 |
| Wallaceburg | 6 | 169 | 8 | ..... | 613 | 489 | 169 | 53 | 102 | ..... | 634 | 286 |
| Welland | 18 | 367 | 13 | 1 | 1,253 | 958 | 423 | 268 | 85 | 3 | 1,515 | 1,548 |
| Weston | 272 | 614 | 244 | 67 | 844 | 943 | 602 | 394 | 22 | 7 | 783 | 841 |
| Windsor | 126 | 865 | 270 | ..... | 15,509 | 4,846 | 906 | 384 | 160 | ..... | 12,712 | 11,738 |
| Woodstock | 24 | 247 | 14 | 1 | 327 | 414 | 260 | 200 | 29 | 1 | 260 | 326 |
| **Manitoba** | **2,098** | **6,618** | **2,011** | **23** | **9,475** | **11,842** | **6,998** | **2,988** | **2,172** | **12** | **9,885** | **11,578** |
| Brandon | 240 | 431 | 186 | 1 | 365 | 774 | 444 | 264 | 55 | ..... | 453 | 641 |
| Dauphin | 37 | 52 | 12 | 2 | 239 | 239 | 61 | 36 | 13 | 3 | 268 | 318 |
| Flin Flon | 34 | 120 | 19 | 3 | 145 | 261 | 127 | 66 | 34 | ..... | 169 | 196 |
| Portage la Prairie | 58 | 162 | 37 | ..... | 420 | 410 | 182 | 129 | 18 | ..... | 396 | 404 |
| The Pas | 10 | 61 | 3 | ..... | 41 | 74 | 59 | 54 | 2 | ..... | 28 | 55 |
| Winnipeg | 1,719 | 5,792 | 1,754 | 17 | 8,265 | 10,084 | 6,125 | 2,439 | 2,050 | 9 | 8,571 | 9,964 |
| **Saskatchewan** | **1,652** | **5,273** | **1,346** | **144** | **4,118** | **8,177** | **5,241** | **3,060** | **1,012** | **149** | **4,495** | **5,245** |
| Estevan | 46 | 178 | 29 | 9 | 60 | 227 | 204 | 147 | 2 | 4 | 73 | 83 |
| Moose Jaw | 172 | 634 | 148 | 23 | 445 | 1,136 | 777 | 465 | 64 | 5 | 533 | 609 |
| North Battleford | 118 | 134 | 120 | 7 | 242 | 246 | 136 | 82 | 12 | 7 | 280 | 356 |
| Prince Albert | 110 | 262 | 71 | 1 | 733 | 518 | 289 | 171 | 42 | 27 | 717 | 746 |
| Regina | 400 | 1,819 | 291 | 12 | 928 | 2,735 | 1,784 | 894 | 642 | 62 | 1,066 | 1,142 |
| Saskatoon | 272 | 1,359 | 300 | 28 | 1,130 | 2,100 | 1,230 | 713 | 203 | 15 | 1,198 | 1,463 |
| Swift Current | 242 | 447 | 225 | 33 | 155 | 559 | 410 | 304 | 23 | 21 | 164 | 150 |
| Weyburn | 94 | 162 | 68 | 24 | 66 | 189 | 145 | 100 | 2 | 7 | 75 | 106 |
| Yorkton | 198 | 278 | 94 | 7 | 359 | 467 | 266 | 184 | 22 | 1 | 389 | 590 |
| **Alberta** | **2,085** | **9,475** | **2,266** | **241** | **10,649** | **15,397** | **10,300** | **5,490** | **1,742** | **263** | **10,131** | **10,432** |
| Blairmore | 7 | 49 | 13 | 1 | 272 | 165 | 38 | 36 | ..... | ..... | 292 | 307 |
| Calgary | 691 | 3,438 | 668 | 17 | 3,249 | 5,849 | 4,030 | 1,968 | 660 | 71 | 3,319 | 3,534 |
| Drumheller | 80 | 205 | 59 | 47 | 203 | 145 | 181 | 171 | ..... | ..... | 121 | 125 |
| Edmonton | 954 | 4,266 | 1,130 | 5 | 4,847 | 7,051 | 4,837 | 2,465 | 983 | 163 | 4,416 | 4,485 |
| Edson | 38 | 64 | 47 | 13 | 280 | 165 | 49 | 23 | 3 | 1 | 245 | 193 |
| Lethbridge | 142 | 768 | 237 | 7 | 736 | 1,001 | 649 | 472 | 40 | 27 | 748 | 651 |
| Medicine Hat | 49 | 252 | 42 | 17 | 508 | 437 | 239 | 161 | 26 | ..... | 564 | 726 |
| Red Deer | 96 | 403 | 52 | 119 | 531 | 563 | 267 | 190 | 29 | 1 | 402 | 381 |
| Yellowknife | 28 | 30 | 18 | 15 | 23 | 21 | 10 | 4 | 1 | ..... | 24 | 30 |

## TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, SEPTEMBER, 1954; LIVE APPLICATIONS AT OCTOBER 28, 1954

| Office | [1] Vacancies (Source: U.I.C. 751) | | | | Applicants (Source: U.I.C. 751) | | | | | | | Source: U.I.C. 757 [2] Live Applications at October 28, 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Placements | | | | |
| | Unfilled Beginning Period | Reported During Period | Unfilled End of Period | Filled by Transfers In | Unplaced Beginning Period | Registered During Period | Referred to Vacancies | Regular | Casual | Transfers Out | Unplaced End of Period | |
| **British Columbia** | **3,185** | **19,947** | **1,949** | **274** | **25,845** | **35,371** | **23,451** | **9,204** | **9,377** | **349** | **26,580** | **30,049** |
| Chilliwack | 59 | 680 | 53 | 12 | 525 | 1,047 | 747 | 479 | 159 | 8 | 501 | 546 |
| Courtenay | 45 | 213 | 26 | 36 | 414 | 303 | 176 | 107 | 29 | ..... | 319 | 440 |
| Cranbrook | 19 | 86 | 44 | ..... | 161 | 196 | 67 | 23 | 14 | 13 | 202 | 235 |
| Dawson Creek | 19 | 147 | 29 | ..... | 156 | 228 | 142 | 127 | ..... | ..... | 209 | 212 |
| Duncan | 23 | 270 | 28 | 25 | 425 | 408 | 298 | 173 | 25 | 1 | 249 | 273 |
| Kamloops | 115 | 309 | 106 | 14 | 371 | 391 | 339 | 257 | 4 | 10 | 305 | 282 |
| Kelowna | 205 | 1,147 | 49 | 49 | 329 | 1,294 | 1,157 | 1,085 | 1 | 6 | 199 | 234 |
| Mission City | 167 | 462 | 36 | 2 | 325 | 945 | 531 | 454 | 17 | 12 | 313 | 462 |
| Nanaimo | 14 | 201 | 20 | 1 | 860 | 503 | 265 | 116 | 57 | 50 | 730 | 682 |
| Nelson | 45 | 165 | 25 | 2 | 382 | 385 | 192 | 133 | 17 | 5 | 391 | 396 |
| New Westminster | 117 | 2,492 | 108 | 19 | 3,529 | 4,705 | 2,693 | 749 | 1,666 | 27 | 3,813 | 4,022 |
| Penticton | 10 | 952 | 1 | ..... | 258 | 1,212 | 1,157 | 898 | 61 | 170 | 233 | 203 |
| Port Alberni | 17 | 290 | 10 | 2 | 440 | 419 | 340 | 257 | 23 | ..... | 257 | 308 |
| Prince George | 75 | 514 | 79 | 8 | 507 | 1,056 | 645 | 440 | 37 | 8 | 666 | 1,209 |
| Prince Rupert | 27 | 226 | 39 | 2 | 276 | 526 | 259 | 130 | 54 | ..... | 460 | 709 |
| Princeton | 14 | 77 | 4 | ..... | 48 | 116 | 100 | 79 | 2 | ..... | 61 | 86 |
| Trail | 14 | 147 | 3 | 3 | 489 | 327 | 181 | 102 | 28 | 1 | 466 | 410 |
| Vancouver | 1,711 | 9,492 | 884 | 1 | 14,283 | 18,029 | 11,966 | 2,285 | 6,871 | 33 | 14,697 | 16,432 |
| Vernon | 126 | 627 | 75 | 19 | 229 | 730 | 604 | 520 | 62 | 2 | 222 | 330 |
| Victoria | 303 | 1,122 | 259 | 6 | 1,698 | 2,237 | 1,325 | 575 | 250 | 3 | 2,155 | 2,375 |
| Whitehorse | 60 | 328 | 71 | 73 | 140 | 314 | 267 | 215 | ..... | ..... | 132 | 203 |
| **Canada** | **28,115** | **117,118** | **29,484** | **3,283** | **260,939** | **235,222** | **131,913** | **59,990** | **28,827** | **9,677** | **249,848** | **264,133** |
| Males | 13,843 | 74,373 | 16,381 | 3,101 | 186,645 | 159,001 | 81,689 | 40,398 | 15,691 | 8,540 | 175,647 | 187,123 |
| Females | 14,272 | 42,745 | 13,103 | 182 | 74,294 | 76,221 | 50,224 | 19,592 | 13,136 | 1,137 | 74,201 | 77,010 |

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.

## TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1944-1954

| Year | Applications | | | Placements | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| 1944 | 1,583,010 | 902,273 | 2,485,283 | 1,101,854 | 638,063 | 1,739,917 |
| 1945 | 1,855,036 | 661,948 | 2,516,984 | 1,095,641 | 397,940 | 1,493,581 |
| 1946 | 1,464,533 | 494,164 | 1,958,697 | 624,052 | 235,360 | 859,412 |
| 1947 | 1,189,646 | 439,577 | 1,629,223 | 549,376 | 220,473 | 769,849 |
| 1948 | 1,197,295 | 459,332 | 1,656,627 | 497,916 | 214,424 | 712,340 |
| 1949 | 1,295,690 | 494,956 | 1,790,646 | 464,363 | 219,816 | 684,179 |
| 1950 | 1,500,763 | 575,813 | 2,076,576 | 559,882 | 230,920 | 790,802 |
| 1951 | 1,541,208 | 623,467 | 2,164,675 | 655,933 | 262,305 | 918,238 |
| 1952 | 1,781,689 | 664,485 | 2,446,174 | 677,777 | 302,730 | 980,507 |
| 1953 | 1,980,918 | 754,358 | 2,735,276 | 661,167 | 332,239 | 993,406 |
| 1954 (9 months) | 1,488,866 | 624,687 | 2,113,553 | 414,082 | 250,383 | 664,465 |

## TABLE D-6.—VACANCIES [1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JULY 1, 1951 TO SEPT. 30, 1951

(SOURCE: U.I.C. 751)

| Industry | Newfoundland | | | | Prince Edward Island | | | | Nova Scotia | | | | New Brunswick | | | | Quebec | | | | Ontario | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | |
| | | Regular | Casual | Transfer out | | Regular | Casual | Transfer out | | Regular | Casual | Transfer out | | Regular | Casual | Transfer out | | Regular | Casual | Transfer out | | Regular | Casual | Transfer out |
| **Agriculture** | 5 | 1 | ..... | 39 | 566 | 258 | 2 | ..... | 141 | 62 | 4 | 153 | 1,826 | 350 | 1,079 | 2,358 | 2,141 | 541 | 1,142 | 3,924 | 15,557 | 1,660 | 8,275 | 640 |
| **Forestry** | 2 | 1 | ..... | ..... | 10 | ..... | ..... | ..... | 244 | 161 | 4 | 12 | 440 | 267 | ..... | 36 | 12,772 | 5,499 | 235 | 1,527 | 1,740 | 1,073 | 13 | 87 |
| **Fishing and Trapping** | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 13 | ..... | ..... | ..... | 3 | ..... | ..... | ..... |
| **Mining, Quarrying and Oil Wells** | 2 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | 122 | 116 | ..... | 5 | 142 | 95 | 1 | 22 | 984 | 507 | 5 | 185 | 330 | 207 | 23 | 29 |
| Metal Mining | 1 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | 1 | ..... | ..... | ..... | 88 | 68 | ..... | 4 | 801 | 347 | ..... | 184 | 227 | 145 | 10 | 29 |
| Fuels | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 94 | 93 | ..... | 5 | 41 | 22 | ..... | ..... | 6 | 1 | 4 | ..... | 26 | 13 | 5 | ..... |
| Non-Metal Mining | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 3 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | 53 | 99 | ..... | 1 | 6 | 4 | ..... | ..... |
| Quarrying, Clay and Sand Pits | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 24 | 22 | ..... | ..... | 3 | 3 | ..... | ..... | 45 | 35 | 1 | ..... | 49 | 31 | 7 | ..... |
| Prospecting | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 10 | 2 | 1 | 18 | 79 | 25 | ..... | ..... | 22 | 14 | 1 | ..... |
| **Manufacturing** | 76 | 39 | 10 | ..... | 669 | 374 | 20 | 1 | 1,425 | 975 | 105 | 15 | 509 | 299 | 115 | 11 | 19,804 | 12,565 | 710 | 95 | 25,182 | 16,206 | 2,286 | 586 |
| Foods and Beverages | 24 | 18 | 5 | ..... | 607 | 317 | 20 | ..... | 343 | 212 | 38 | 2 | 156 | 78 | 61 | ..... | 1,682 | 1,097 | 151 | 6 | 3,907 | 2,800 | 241 | 44 |
| Tobacco and Tobacco Products | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 47 | 26 | ..... | ..... | 37 | 24 | ..... | ..... |
| Rubber Products | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 370 | 321 | 8 | 7 | 273 | 158 | 9 | 7 |
| Leather Products | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 25 | ..... | ..... | ..... | 4 | 4 | ..... | ..... | 1,231 | 747 | 4 | 3 | 359 | 266 | 3 | 1 |
| Textile Products (except clothing) | ..... | ..... | ..... | ..... | 13 | 13 | ..... | ..... | 7 | 2 | ..... | ..... | 12 | 9 | ..... | 11 | 2,020 | 1,477 | 9 | 23 | 1,583 | 1,172 | 205 | 15 |
| Clothing (textile and fur) | 25 | 4 | ..... | ..... | ..... | ..... | ..... | ..... | 19 | 12 | ..... | ..... | 8 | 8 | ..... | ..... | 5,537 | 2,727 | 26 | 4 | 1,723 | 1,111 | 22 | 6 |
| Wood Products | 2 | 1 | ..... | ..... | 41 | 39 | ..... | ..... | 44 | 30 | 8 | ..... | 99 | 72 | 2 | ..... | 1,359 | 1,095 | 71 | 4 | 1,650 | 1,150 | 137 | 37 |
| Paper Products | 3 | 2 | 1 | ..... | ..... | ..... | ..... | ..... | 2 | 1 | ..... | ..... | 59 | 39 | 4 | ..... | 730 | 495 | 62 | 5 | 1,389 | 571 | 606 | 33 |
| Printing, Publishing and Allied Industries | 2 | ..... | ..... | ..... | 6 | 3 | ..... | 1 | 59 | 28 | 22 | ..... | 18 | 9 | ..... | ..... | 492 | 298 | 22 | 5 | 1,129 | 668 | 148 | 6 |
| Iron and Steel Products | 9 | 6 | 2 | ..... | 1 | 1 | ..... | ..... | 442 | 436 | 1 | ..... | 37 | 20 | 7 | ..... | 1,736 | 1,188 | 124 | 16 | 4,367 | 2,997 | 378 | 127 |
| Transportation Equipment | ..... | ..... | ..... | ..... | 1 | 1 | ..... | ..... | 422 | 230 | 13 | 11 | 23 | 18 | 2 | ..... | 1,216 | 778 | 165 | 11 | 2,981 | 1,548 | 68 | 198 |
| Non-Ferrous Metal Products | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2 | 1 | ..... | ..... | 17 | 12 | 2 | ..... | 632 | 440 | 2 | 2 | 1,013 | 738 | 40 | 13 |
| Electrical Apparatus and Supplies | 1 | 1 | ..... | ..... | ..... | ..... | ..... | ..... | 14 | 5 | 1 | ..... | 1 | ..... | ..... | ..... | 545 | 264 | 4 | 1 | 1,904 | 1,213 | 76 | 60 |
| Non-Metallic Mineral Products | 3 | 3 | ..... | ..... | ..... | ..... | ..... | ..... | 10 | 4 | 3 | ..... | 14 | 12 | ..... | ..... | 430 | 320 | 24 | 2 | 764 | 475 | 126 | 11 |
| Products of Petroleum and Coal | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | ..... | 1 | ..... | ..... | ..... | ..... | ..... | 84 | 46 | ..... | ..... | 126 | 80 | 21 | 2 |
| Chemical Products | 4 | 4 | ..... | ..... | ..... | ..... | ..... | ..... | 32 | 13 | 17 | ..... | 44 | 6 | 34 | ..... | 930 | 725 | 33 | 6 | 962 | 565 | 161 | 15 |
| Miscellaneous Manufacturing Industries | 3 | ..... | 2 | ..... | ..... | ..... | ..... | ..... | 3 | 1 | 1 | 2 | 17 | 12 | 3 | ..... | 763 | 521 | 5 | ..... | 1,015 | 670 | 45 | 11 |

| | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Construction** | **532** | **337** | **9** | **260** | **156** | **126** | **7** | **51** | **797** | **549** | **114** | **274** | **5,660** | **4,066** | **84** | **469** | **10,467** | **8,000** | **468** | **393** | **15,998** | **11,829** | **1,736** | **441** |
| General Contractors | 520 | 329 | 8 | 260 | 124 | 105 | 5 | 49 | 608 | 453 | 62 | 274 | 5,363 | 3,865 | 60 | 467 | 6,813 | 5,379 | 376 | 288 | 10,970 | 8,184 | 1,214 | 357 |
| Special Trade Contractors | 12 | 8 | 1 | ..... | 32 | 21 | 2 | 2 | 189 | 96 | 52 | ..... | 297 | 201 | 24 | 2 | 3,654 | 2,621 | 92 | 105 | 5,028 | 3,645 | 522 | 84 |
| **Transportation, Storage and Communication** | **23** | **10** | **6** | ..... | **23** | **21** | **2** | **6** | **221** | **88** | **84** | **4** | **299** | **196** | **39** | **8** | **3,317** | **1,169** | **1,551** | **134** | **3,947** | **2,334** | **1,018** | **25** |
| Transportation | 21 | 10 | 6 | ..... | 21 | 19 | 2 | 6 | 183 | 73 | 77 | 2 | 242 | 158 | 31 | 7 | 3,059 | 1,027 | 1,544 | 133 | 3,392 | 2,034 | 853 | 12 |
| Storage | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 6 | ..... | 6 | ..... | 27 | 28 | ..... | ..... | 68 | 42 | ..... | ..... | 365 | 184 | 147 | 12 |
| Communication | 2 | ..... | ..... | ..... | 2 | 2 | ..... | ..... | 32 | 15 | 1 | 2 | 30 | 10 | 8 | 1 | 190 | 100 | 7 | 1 | 190 | 116 | 18 | 1 |
| **Public Utility Operation** | **1** | **1** | ..... | ..... | **7** | **7** | ..... | ..... | **37** | **21** | **1** | ..... | **18** | **15** | ..... | ..... | **394** | **157** | **9** | **5** | **795** | **614** | **38** | **2** |
| **Trade** | **71** | **47** | **12** | ..... | **279** | **91** | **161** | ..... | **1,492** | **728** | **250** | **5** | **982** | **658** | **107** | ..... | **7,042** | **4,306** | **455** | **21** | **13,554** | **7,670** | **2,318** | **65** |
| Wholesale | 12 | 6 | 4 | ..... | 73 | 18 | 49 | ..... | 487 | 204 | 151 | 2 | 346 | 247 | 55 | ..... | 2,208 | 1,383 | 98 | 2 | 4,424 | 2,283 | 1,164 | 14 |
| Retail | 59 | 41 | 8 | ..... | 206 | 73 | 112 | ..... | 1,005 | 524 | 99 | 3 | 636 | 411 | 52 | ..... | 4,834 | 2,923 | 357 | 19 | 9,130 | 5,387 | 1,154 | 51 |
| **Finance, Insurance and Real Estate** | **4** | **4** | ..... | ..... | **14** | **10** | **2** | ..... | **123** | **84** | **2** | ..... | **133** | **100** | **16** | ..... | **904** | **597** | **12** | **1** | **1,868** | **1,117** | **66** | **8** |
| **Service** | **993** | **224** | **36** | ..... | **476** | **254** | **116** | **18** | **2,546** | **1,312** | **801** | **106** | **2,074** | **892** | **628** | **41** | **22,542** | **9,883** | **7,180** | **508** | **28,825** | **14,574** | **7,330** | **496** |
| Community or Public Service | 26 | 8 | 14 | ..... | 75 | 46 | 8 | ..... | 215 | 111 | 21 | 1 | 145 | 87 | 23 | ..... | 1,256 | 765 | 99 | 4 | 2,184 | 1,306 | 238 | 31 |
| Government Service | 883 | 169 | 2 | ..... | 52 | 27 | 2 | 18 | 667 | 617 | 13 | 104 | 296 | 259 | 8 | 8 | 1,830 | 1,538 | 27 | 44 | 3,588 | 2,764 | 133 | 102 |
| Recreation Service | ..... | ..... | ..... | ..... | 15 | 5 | 5 | ..... | 191 | 23 | 124 | ..... | 319 | 50 | 215 | ..... | 1,264 | 232 | 686 | 8 | 2,881 | 935 | 1,546 | 6 |
| Business Service | 15 | 10 | 3 | ..... | 10 | 5 | 4 | ..... | 63 | 36 | 12 | ..... | 109 | 58 | 31 | ..... | 1,494 | 1,052 | 50 | 6 | 1,711 | 926 | 267 | 15 |
| Personal Service | 69 | 37 | 17 | ..... | 324 | 171 | 97 | ..... | 1,410 | 525 | 631 | 1 | 1,205 | 438 | 351 | 33 | 16,698 | 6,296 | 6,318 | 446 | 18,461 | 8,643 | 5,146 | 342 |
| **Totals** | **1,709** | **665** | **73** | **299** | **2,200** | **1,141** | **310** | **76** | **7,149** | **4,096** | **1,365** | **574** | **12,083** | **6,938** | **2,069** | **2,945** | **80,380** | **43,224** | **11,767** | **6,793** | **107,799** | **60,284** | **23,103** | **2,379** |
| Men | 1,475 | 560 | 68 | 299 | 1,092 | 446 | 115 | 65 | 4,531 | 2,773 | 781 | 539 | 9,629 | 5,976 | 1,215 | 2,525 | 51,494 | 29,968 | 5,353 | 6,103 | 69,879 | 39,925 | 15,335 | 2,097 |
| Women | 234 | 105 | 5 | ..... | 1,108 | 695 | 195 | 11 | 2,618 | 1,323 | 584 | 35 | 2,454 | 962 | 854 | 420 | 28,886 | 13,256 | 6,414 | 690 | 37,920 | 20,359 | 7,768 | 282 |

(1) Current and deferred vacancies reported during the period.

## TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JULY 1, 1954 TO SEPT. 30, 1954

(SOURCE: U.I.C. 751)

| Industry | Manitoba | | | | Saskatchewan | | | | Alberta | | | | British Columbia | | | | Canada | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | | Vacancies Notified | Placements | | |
| | | Regular | Casual | Transfer out | | Regular | Casual | Transfer out | | Regular | Casual | Transfer out | | Regular | Casual | Transfer out | | Regular | Casual | Transfer out |
| **Agriculture** | 853 | 581 | 25 | 28 | 3,067 | 2,079 | 12 | 416 | 3,142 | 2,176 | 36 | 296 | 31,389 | 3,605 | 27,349 | 297 | 58,687 | 14,313 | 37,924 | 8,151 |
| **Forestry** | 68 | 56 | 2 | 1 | 5 | 11 | ..... | ..... | 145 | 80 | 23 | 37 | 1,831 | 1,501 | 9 | 70 | 17,257 | 8,649 | 286 | 1,770 |
| **Fishing and Trapping** | 1 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 1 | 1 | ..... | ..... | 9 | 9 | ..... | ..... | 28 | 10 | ..... | ..... |
| **Mining, Quarrying and Oil Wells** | 83 | 74 | ..... | 14 | 184 | 109 | 7 | 2 | 1,283 | 822 | 23 | 196 | 695 | 509 | 24 | 7 | 3,825 | 2,440 | 83 | 460 |
| Metal Mining | 75 | 67 | ..... | 14 | 6 | 2 | ..... | 1 | 330 | 207 | 2 | 48 | 328 | 249 | 20 | 7 | 1,857 | 1,086 | 32 | 287 |
| Fuels | 2 | 2 | ..... | ..... | 94 | 61 | ..... | 1 | 668 | 456 | 8 | 14 | 19 | 12 | 4 | ..... | 950 | 660 | 21 | 20 |
| Non-Metal Mining | ..... | ..... | ..... | ..... | 29 | 14 | ..... | ..... | 1 | 1 | ..... | 134 | 239 | 166 | ..... | ..... | 331 | 285 | ..... | 135 |
| Quarrying, Clay and Sand Pits | 4 | 4 | ..... | ..... | 34 | 23 | 6 | ..... | 21 | 8 | 11 | ..... | 8 | 7 | ..... | ..... | 188 | 133 | 25 | ..... |
| Prospecting | 2 | 1 | ..... | ..... | 21 | 9 | 1 | ..... | 263 | 150 | 2 | ..... | 101 | 75 | ..... | ..... | 499 | 276 | 5 | 18 |
| **Manufacturing** | 3,280 | 1,913 | 602 | 2 | 804 | 475 | 180 | 5 | 2,010 | 1,271 | 328 | 11 | 8,587 | 6,905 | 645 | 98 | 62,346 | 41,022 | 5,001 | 824 |
| Foods and Beverages | 521 | 330 | 94 | ..... | 246 | 152 | 55 | 1 | 410 | 250 | 99 | ..... | 2,707 | 2,411 | 185 | ..... | 10,603 | 7,665 | 949 | 53 |
| Tobacco and Tobacco Products | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 19 | 14 | ..... | ..... | ..... | ..... | ..... | ..... | 103 | 64 | ..... | ..... |
| Rubber Products | 20 | 5 | 16 | ..... | 8 | 4 | ..... | ..... | ..... | ..... | ..... | ..... | 11 | 6 | ..... | ..... | 682 | 494 | 33 | 14 |
| Leather Products | 60 | 39 | 2 | ..... | 5 | 1 | ..... | ..... | 7 | 3 | 2 | ..... | 47 | 34 | 1 | ..... | 1,738 | 1,094 | 12 | 4 |
| Textile Products (except clothing) | 81 | 41 | 20 | ..... | 2 | 3 | ..... | ..... | 20 | 19 | 2 | ..... | 105 | 83 | 9 | ..... | 3,843 | 2,819 | 245 | 49 |
| Clothing (textile and fur) | 825 | 505 | 46 | ..... | 38 | 30 | ..... | 1 | 101 | 73 | 15 | ..... | 195 | 106 | 5 | 1 | 8,471 | 4,576 | 114 | 12 |
| Wood Products | 323 | 177 | 86 | ..... | 89 | 40 | 41 | ..... | 233 | 130 | 33 | 6 | 3,349 | 2,782 | 94 | 73 | 7,189 | 5,516 | 472 | 120 |
| Paper Products | 138 | 91 | 21 | ..... | 3 | 2 | ..... | ..... | 33 | 24 | 2 | ..... | 298 | 243 | 10 | 2 | 2,655 | 1,468 | 706 | 40 |
| Printing, Publishing and Allied Industries | 175 | 108 | 32 | ..... | 63 | 37 | 13 | ..... | 86 | 52 | 8 | 1 | 252 | 81 | 120 | ..... | 2,282 | 1,284 | 365 | 13 |
| Iron and Steel Products | 462 | 277 | 106 | ..... | 134 | 86 | 25 | 2 | 295 | 172 | 42 | 1 | 637 | 462 | 98 | 8 | 8,120 | 5,645 | 783 | 154 |
| Transportation Equipment | 168 | 76 | 25 | 1 | 77 | 51 | 2 | 1 | 287 | 200 | 24 | 1 | 392 | 287 | 21 | 6 | 5,567 | 3,189 | 320 | 229 |
| Non-Ferrous Metal Products | 45 | 26 | 6 | ..... | ..... | ..... | ..... | ..... | 28 | 18 | 3 | ..... | 226 | 209 | 9 | 6 | 1,963 | 1,444 | 62 | 21 |
| Electrical Apparatus and Supplies | 121 | 72 | 25 | ..... | 5 | 2 | ..... | ..... | 18 | 6 | ..... | ..... | 68 | 46 | 8 | 1 | 2,677 | 1,609 | 114 | 62 |
| Non-Metallic Mineral Products | 139 | 66 | 61 | ..... | 20 | 14 | 2 | ..... | 274 | 184 | 40 | 2 | 88 | 34 | 44 | ..... | 1,742 | 1,112 | 300 | 15 |
| Products of Petroleum and Coal | 30 | 22 | 3 | 1 | 44 | 27 | 11 | ..... | 20 | 17 | ..... | ..... | 82 | 37 | 26 | 1 | 387 | 229 | 62 | 4 |
| Chemical Products | 111 | 40 | 54 | ..... | 24 | 6 | 17 | ..... | 155 | 94 | 54 | ..... | 64 | 45 | 11 | ..... | 2,326 | 1,498 | 381 | 21 |
| Miscellaneous Manufacturing Industries | 61 | 38 | 5 | ..... | 46 | 20 | 14 | ..... | 24 | 15 | 4 | ..... | 66 | 39 | 4 | ..... | 1,998 | 1,316 | 83 | 13 |
| **Construction** | 2,529 | 2,037 | 143 | 33 | 3,631 | 2,472 | 535 | 29 | 4,692 | 3,503 | 436 | 31 | 3,409 | 2,473 | 525 | 34 | 47,871 | 35,392 | 4,057 | 2,015 |
| General Contractors | 2,056 | 1,667 | 117 | 23 | 2,837 | 1,934 | 396 | 26 | 3,581 | 2,706 | 282 | 27 | 2,628 | 1,956 | 393 | 25 | 35,500 | 26,578 | 2,913 | 1,796 |
| Special Trade Contractors | 473 | 370 | 26 | 10 | 794 | 538 | 139 | 3 | 1,111 | 797 | 154 | 4 | 781 | 571 | 132 | 9 | 12,371 | 8,814 | 1,144 | 219 |
| **Transportation, Storage and Communication** | 1,097 | 562 | 181 | 8 | 807 | 533 | 128 | 92 | 1,317 | 702 | 370 | 1 | 1,447 | 860 | 327 | 2 | 12,498 | 6,475 | 3,706 | 280 |
| Transportation | 883 | 486 | 56 | 8 | 675 | 474 | 95 | 92 | 1,090 | 624 | 253 | 1 | 1,200 | 720 | 265 | 2 | 10,766 | 5,625 | 3,182 | 263 |
| Storage | 178 | 44 | 125 | ..... | 97 | 43 | 33 | ..... | 159 | 29 | 114 | ..... | 116 | 40 | 60 | ..... | 1,016 | 410 | 485 | 12 |
| Communication | 36 | 32 | ..... | ..... | 35 | 16 | ..... | ..... | 68 | 49 | 3 | ..... | 131 | 100 | 2 | ..... | 716 | 440 | 39 | 5 |

| | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Public Utility Operation** | 96 | 71 | ..... | ..... | 22 | 15 | 2 | 1 | 133 | 89 | 15 | ..... | 61 | 37 | 6 | ..... | 1,564 | 1,027 | 71 | 8 |
| **Trade** | 3,507 | 1,374 | 1,292 | 1 | 2,478 | 1,123 | 918 | ..... | 3,574 | 1,789 | 1,107 | 5 | 8,628 | 4,989 | 2,528 | 5 | 41,607 | 22,775 | 9,148 | 102 |
| Wholesale | 1,530 | 628 | 652 | ..... | 880 | 318 | 406 | ..... | 1,717 | 766 | 689 | ..... | 4,517 | 3,131 | 1,098 | 1 | 16,194 | 8,984 | 4,366 | 19 |
| Retail | 1,977 | 746 | 640 | 1 | 1,598 | 805 | 512 | ..... | 1,857 | 1,023 | 418 | 5 | 4,111 | 1,858 | 1,430 | 4 | 25,413 | 13,791 | 4,782 | 83 |
| **Finance, Insurance and Real Estate** | 383 | 297 | 31 | ..... | 211 | 146 | 14 | ..... | 469 | 313 | 19 | ..... | 574 | 359 | 31 | 3 | 4,683 | 3,027 | 196 | 12 |
| **Service** | 7,300 | 1,838 | 4,025 | 22 | 5,194 | 1,809 | 2,101 | 59 | 9,000 | 3,083 | 3,649 | 165 | 10,161 | 5,158 | 2,841 | 69 | 89,111 | 39,027 | 28,707 | 1,484 |
| Community or Public Service | 754 | 229 | 130 | 4 | 622 | 252 | 26 | 49 | 627 | 382 | 50 | 13 | 672 | 456 | 52 | 9 | 6,576 | 3,642 | 661 | 111 |
| Government Service | 766 | 614 | 21 | 12 | 738 | 478 | 43 | 4 | 1,122 | 922 | 42 | 14 | 2,041 | 1,783 | 83 | 35 | 11,983 | 9,171 | 374 | 341 |
| Recreation Service | 446 | 63 | 403 | ..... | 245 | 48 | 166 | ..... | 519 | 92 | 384 | ..... | 200 | 111 | 45 | ..... | 6,080 | 1,559 | 3,574 | 14 |
| Business Service | 189 | 89 | 32 | 2 | 998 | 74 | 889 | ..... | 1,998 | 275 | 1,334 | ..... | 1,122 | 283 | 683 | 3 | 7,709 | 2,808 | 3,305 | 26 |
| Personal Service | 5,145 | 843 | 3,439 | 4 | 2,591 | 957 | 977 | 6 | 4,734 | 1,412 | 1,839 | 138 | 6,126 | 2,525 | 1,978 | 22 | 56,763 | 21,847 | 20,793 | 992 |
| **Totals** | 19,197 | 8,803 | 6,304 | 109 | 16,403 | 8,772 | 3,897 | 604 | 25,766 | 13,829 | 6,006 | 742 | 66,791 | 26,405 | 34,285 | 585 | 339,477 | 174,157 | 89,179 | 15,106 |
| Men | 9,928 | 5,996 | 2,141 | 100 | 12,253 | 6,670 | 3,066 | 498 | 17,099 | 9,618 | 4,212 | 646 | 28,017 | 15,748 | 9,119 | 495 | 205,397 | 117,680 | 41,405 | 13,367 |
| Women | 9,269 | 2,807 | 4,163 | 9 | 4,150 | 2,102 | 831 | 106 | 8,667 | 4,211 | 1,794 | 96 | 38,774 | 10,657 | 25,166 | 90 | 134,080 | 56,477 | 47,774 | 1,739 |

# E—Unemployment Insurance

## TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Estimated Number Receiving Benefit in Last Week of the Month* | Month of September, 1954 | | |
|---|---|---|---|---|
| | | Number Commencing Benefit | Days Benefit Paid (Disability Days in Brackets) | Amount of Benefit Paid |
| | | | | $ |
| Newfoundland | 2,286 | 809 | 54,758 (332) | 184,951 |
| Prince Edward Island | 609 | 197 | 12,608 (226) | 34,794 |
| Nova Scotia | 7,775 | 3,083 | 163,737 (3,973) | 522,672 |
| New Brunswick | 5,749 | 2,430 | 133,926 (1,928) | 422,410 |
| Quebec | 46,983 | 22,434 | 1,187,771 (26,887) | 3,553,639 |
| Ontario | 65,844 | 35,027 | 1,765,769 (26,182) | 5,672,640 |
| Manitoba | 5,942 | 2,456 | 132,673 (3,680) | 381,086 |
| Saskatchewan | 2,641 | 1,057 | 50,541 (1,082) | 147,130 |
| Alberta | 7,477 | 3,196 | 146,027 (3,478) | 461,295 |
| British Columbia | 13,617 | 7,536 | 327,037 (6,353) | 1,016,954 |
| Total, Canada, Sept., 54 | 158,923 | 78,225 | 3,974,847 (74,121) | 12,397,571 |
| Total, Canada, Aug., 54 | 153,241 | 77,150 | 3,921,598 (75,467) | 12,066,717 |
| Total, Canada, Sept., 53 | 92,535 | 55,802 | 2,230,702 (22,827) | 6,739,427 |

* Week containing last day of the month.

## TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT SEPTEMBER 30, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE AND SHOWING NUMBER OF DISABILITY CASES* INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province and Sex | Days Continuously on the Register | | | | | | | | September 30, 1953 Total | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total | | 6 and less | 7–12 | 13–24 | 25–48 | 49–72 | 73 and over | | |
| Newfoundland | 2,827 | (16) | 538 | 238 | 350 | 559 | 422 | 720 | 2,431 | (4) |
| Male | 2,596 | (13) | 492 | 219 | 327 | 516 | 394 | 648 | 2,184 | (4) |
| Female | 231 | (3) | 46 | 19 | 23 | 43 | 28 | 72 | 247 | (–) |
| Prince Edward Island | 623 | (10) | 115 | 70 | 72 | 105 | 81 | 180 | 615 | (3) |
| Male | 442 | (5) | 81 | 51 | 52 | 68 | 55 | 135 | 442 | (1) |
| Female | 181 | (5) | 34 | 19 | 20 | 37 | 26 | 45 | 173 | (2) |
| Nova Scotia | 8,599 | (120) | 2,176 | 743 | 1,070 | 1,561 | 1,005 | 2,044 | 7,950 | (49) |
| Male | 7,318 | (101) | 1,894 | 615 | 931 | 1,325 | 863 | 1,690 | 6,766 | (40) |
| Female | 1,281 | (19) | 282 | 128 | 139 | 236 | 142 | 354 | 1,184 | (9) |
| New Brunswick | 7,432 | (72) | 1,598 | 877 | 964 | 1,231 | 812 | 1,950 | 6,190 | (52) |
| Male | 5,860 | (56) | 1,298 | 705 | 800 | 996 | 620 | 1,441 | 5,119 | (42) |
| Female | 1,572 | (16) | 300 | 172 | 164 | 235 | 192 | 509 | 1,071 | (10) |
| Quebec | 56,632 | (1,015) | 11,475 | 6,120 | 7,622 | 9,592 | 7,129 | 14,694 | 42,348 | (396) |
| Male | 40,069 | (601) | 8,525 | 4,484 | 5,732 | 6,789 | 4,902 | 9,637 | 28,970 | (253) |
| Female | 16,563 | (414) | 2,950 | 1,636 | 1,890 | 2,803 | 2,227 | 5,057 | 13,378 | (143) |
| Ontario | 77,718 | (919) | 17,781 | 7,318 | 9,834 | 14,996 | 7,598 | 20,191 | 35,973 | (332) |
| Male | 58,897 | (667) | 13,761 | 5,727 | 7,854 | 11,874 | 5,521 | 14,160 | 25,434 | (242) |
| Female | 18,821 | (252) | 4,020 | 1,591 | 1,980 | 3,122 | 2,077 | 6,031 | 10,539 | (90) |
| Manitoba | 6,828 | (148) | 1,771 | 595 | 851 | 1,033 | 610 | 1,968 | 4,499 | (40) |
| Male | 4,069 | (105) | 1,101 | 384 | 462 | 520 | 346 | 1,256 | 2,338 | (21) |
| Female | 2,759 | (43) | 670 | 211 | 389 | 513 | 264 | 712 | 2,161 | (19) |
| Saskatchewan | 2,747 | (30) | 721 | 340 | 337 | 420 | 235 | 694 | 1,235 | (15) |
| Male | 1,712 | (23) | 491 | 208 | 201 | 231 | 132 | 449 | 647 | (13) |
| Female | 1,035 | (7) | 230 | 132 | 136 | 189 | 103 | 245 | 588 | (2) |
| Alberta | 6,589 | (98) | 1,634 | 682 | 925 | 1,036 | 616 | 1,696 | 3,244 | (30) |
| Male | 4,472 | (78) | 1,100 | 467 | 636 | 652 | 367 | 1,250 | 2,020 | (29) |
| Female | 2,117 | (20) | 534 | 215 | 289 | 384 | 249 | 446 | 1,224 | (1) |
| British Columbia | 17,750 | (215) | 5,247 | 1,939 | 2,291 | 2,617 | 1,684 | 3,972 | 14,896 | (110) |
| Male | 12,980 | (159) | 4,046 | 1,485 | 1,713 | 1,834 | 1,155 | 2,747 | 11,169 | (85) |
| Female | 4,770 | (56) | 1,201 | 454 | 578 | 783 | 529 | 1,225 | 3,727 | (25) |
| CANADA | 187,745 | (2,643) | 43,056 | 18,922 | 24,316 | 33,150 | 20,192 | 48,109 | 119,381 | (1,031) |
| MALE | 138,415 | (1,808) | 32,789 | 14,345 | 18,708 | 24,805 | 14,355 | 33,413 | 85,089 | (730) |
| FEMALE | 49,330 | (835) | 10,267 | 4,577 | 5,608 | 8,345 | 5,837 | 14,696 | 34,292 | (301) |

* Shown in brackets. The count of disability cases for 1953 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.

## TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, SEPTEMBER, 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Claims filed at Local Offices | | | Disposal of Claims (including claims pending from previous months) | | | |
|---|---|---|---|---|---|---|---|
| | Total | Initial | Renewal | Total Disposed of | Entitled to Benefit | Not Entitled to Benefit | Pending |
| Newfoundland | 1,194 | 867 | 327 | 1,302 | 896 | 406 | 361 |
| Prince Edward Island | 275 | 166 | 109 | 280 | 216 | 64 | 66 |
| Nova Scotia | 4,898 | 2,486 | 2,412 | 5,441 | 4,535 | 906 | 1,149 |
| New Brunswick | 3,625 | 2,088 | 1,537 | 3,520 | 2,813 | 707 | 875 |
| Quebec | 32,814 | 18,750 | 14,064 | 31,591 | 25,815 | 5,776 | 8,301 |
| Ontario | 45,337 | 24,176 | 21,161 | 46,801 | 39,940 | 6,861 | 10,241 |
| Manitoba | 3,608 | 2,105 | 1,503 | 3,570 | 2,721 | 849 | 589 |
| Saskatchewan | 1,698 | 1,128 | 570 | 1,571 | 1,183 | 388 | 419 |
| Alberta | 4,408 | 2,488 | 1,920 | 4,773 | 3,765 | 1,008 | 913 |
| British Columbia | 11,691 | 6,185 | 5,506 | 11,358 | 8,914 | 2,444 | 2,632 |
| Total, Canada, September, 1954 | * 109,548 | 60,439 | 49,109 | † 110,207 | 90,798 | 19,409 | 25,546 |
| Total, Canada, August, 1954 | 112,659 | 59,059 | 53,600 | 113,805 | 91,406 | 22,399 | 26,205 |
| Total, Canada, September, 1953 | 85,623 | 49,778 | 35,845 | 84,185 | 64,981 | 19,204 | 20,444 |

* In addition, revised claims received numbered 14,862. † In addition, 15,202 revised claims were disposed of. Of these, 1,079 were special requests not granted, and 986 were appeals by claimants There were 1,871 revised claims pending at the end of the month.

## TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Chief Reasons for Non-Entitlement | Month of September 1954 | Month of August 1954 | Month of September 1953 |
|---|---|---|---|
| Benefit year not established | 9,314 | 8,513 | 7,443 |
| Claimants Disqualified*— | | | |
| Not unemployed | 2,394 | 7,057 | 4,640 |
| Not capable of and not available for work | 2,278 | 2,188 | 1,505 |
| Loss of work due to a labour dispute | 188 | 787 | 446 |
| Refused offer of work and neglected opportunity to work | 1,126 | 1,027 | 858 |
| Discharged for misconduct | 740 | 865 | 738 |
| Voluntarily left employment without just cause | 5,154 | 5,072 | 4,891 |
| Failure to fulfil additional conditions imposed upon certain married women | 1,516 | 1,313 | 1,169 |
| Other reasons† | 1,868 | 1,670 | 1,811 |
| Total | 24,578 | 28,492 | 23,501 |

* Data for September 1954 include 5,169 on revised claims.

† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

## TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| At Beginning of Month: | Total | Employed | Claimants* |
|---|---|---|---|
| 1953— | | | |
| August | 3,190,000 | 3,001,100 | 188,900 |
| July | 3,180,000 | 2,980,500 | 199,500 |
| June | 3,150,000 | 2,902,200 | 247,800 |
| May | 3,161,000 | 2,822,600 | 338,400 |
| April | 3,317,000 | 2,805,300 | 511,700† |
| March | 3,342,000 | 2,829,400 | 512,600† |
| February | 3,339,000 | 2,844,200 | 494,800† |
| January | 3,328,000 | 2,937,000 | 391,000† |
| 1953— | | | |
| December | 3,276,000 | 3,037,500 | 238,500 |
| November | 3,230,000 | 3,076,400 | 153,600 |
| October | 3,220,000 | 3,100,600 | 119,400 |
| September | 3,197,000 | 3,085,700 | 111,300 |
| August | 3,171,000 | 3,060,100 | 110,900 |

* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.



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## TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO OCTOBER 31, 1954

SOURCE: Unemployment Insurance Commission

| Fiscal Year Ended March 31 | Receipts | | | | | Disbursements | | | Balance in Fund |
|---|---|---|---|---|---|---|---|---|---|
| | Contributions (Gross less refunds) | | Fines | Interest on Investments and Profit on Sale of Securities | Total Revenue | Benefit Payments | | | |
| | Employer and Employee | Government | | | | Ordinary | Supplementary Classes 1 and 2 | Total | |
| | $ | $ | $ | $ | $ | $ | $ | $ | $ |
| TO 1950 | 644,786,331 88 | 128,886,931 60 | 41,539 99 | 61,989,796 65 | 835,704,600 12 | 252,319,395 71 | 738,233 89 | 253,057,627 60 | 582,646,972 52 |
| 1951 | 128,744,248 84 | 25,796,703 41 | 34,656,50 | 15,630,847 06 | 170,206,455 81 | 83,082,101 75 | 5,190,949 79 | 88,273,051 54 | 664,580,376 79 |
| 1952 | 153,887,858 49 | 30,805,704 77 | 33,344 00 | 19,046,503 98 | 203,773,411 24 | 85,559,677 68 | 4,594,758 92 | 90,154,436 60 | 778,199,351 43 |
| 1953 | 155,184,595 03 | 31,036,836 18 | 36,085 94 | 22,950,737 44 | 209,208,254 59 | 128,814,174 79 | 7,008,266 57 | 135,822,441 36 | 851,585,164 66 |
| 1954 | 158,673,276 19 | 31,735,867 91 | 36,833 77 | 26,094,504 24 | 216,540,482 11 | 174,619,903 03 | 12,231,610 40 | 186,851,513 43 | 881,274,133 34 |
| TO 1954 | 1,241,276,310 43 | 248,262,043 87 | 182,460 20 | 145,712,389 37 | 1,635,433,203 87 | 724,395,250 96 | 29,763,819 57 | 754,159,070 53 | 881,274,133 34 |
| April | 13,983,783 36 | 2,791,191 90 | 2,925,75 | 2,203,262 63 | 18,981,163 64 | 25,364,305 38 | 4,456,593 48 | 29,820,898 86 | 870,434,398 12 |
| May | 13,115,221 43 | 2,610,732 42 | 2,200 00 | 2,197,571 44 | 17,925,725 29 | 20,697,662 24 | 421,760 95 | 21,119,423 19 | 867,240,700 22 |
| June | 12,114,552 80 | 2,439,791 98 | 3,807 50 | 2,310,828 32 | 16,868,980 60 | 15,685,208 51 | 15,677 10 | 15,700,885 61 | 868,408,795 21 |
| July | 13,281,935 03 | 2,655,665 24 | 3,532 00 | 2,234,212 08 | 18,175,344 35 | 12,747,220 26 | Cr 40,499 11 | 12,706,721 15 | 873,877,418 41 |
| August | 13,615,432 46 | 2,723,155 47 | 2,809 79 | 2,230,045 16 | 18,571,442 88 | 12,054,699 35 | Cr 3,811 25 | 12,050,888 10 | 880,397,973 19 |
| September | 13,405,932 09 | 2,683,046 01 | 2,446 00 | 2,194,038 40 | 18,285,462 50 | 12,384,355 82 | Cr 3,041 95 | 12,381,313 87 | 886,302,121 82 |
| October | *13,188,619 96 | 2,637,227 27 | 3,268 80 | 2,240,494 14 | 18,069,610 17 | 11,765,383 36 | Cr 498 30 | 11,764,885 06 | 892,606,846 93 |
| Sub-Total | 92,705,477 13 | 18,540,810 29 | 20,989 84 | 15,610,452 17 | 126,877,729 43 | 110,698,834 92 | 4,846,180 92 | 115,545,015 84 | 892,606,846 93 |
| Total | 1,333,981,787 56 | 266,802,854 16 | 203,450 04 | 161,322,841 54 | 1,762,310,933 30 | 835,094,085 88 | 34,610,000 49 | 869,704,086 37 | 892,606,846 93 |

* Stamps $6,039,380.56. Meter $1,524,972.30. Bulk $5,517,681.36. D.V.A. $106,585.74. Total $13,188,619.96.

## TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO NOVEMBER 1954

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

| — | Total | Food | Shelter | Clothing | Household Operation | Other Commodities and Services |
|---|---|---|---|---|---|---|
| 1949—January | 99·8 | 100·8 | 99·2 | 99·7 | 99·9 | 98·9 |
| February | 99·7 | 99·7 | 99·3 | 99·7 | 100·2 | 99·4 |
| March | 99·4 | 98·7 | 99·2 | 100·0 | 100·1 | 99·5 |
| April | 99·3 | 98·1 | 99·6 | 100·2 | 100·1 | 99·5 |
| May | 99·2 | 97·9 | 99·7 | 100·3 | 99·8 | 99·8 |
| June | 99·6 | 99·2 | 99·7 | 100·3 | 99·7 | 99·8 |
| July | 100·0 | 100·2 | 100·3 | 100·3 | 99·7 | 99·8 |
| August | 100·4 | 101·3 | 100·2 | 100·1 | 99·6 | 99·9 |
| September | 100·4 | 101·2 | 100·5 | 100·2 | 99·6 | 99·9 |
| October | 100·6 | 100·8 | 100·5 | 99·8 | 100·6 | 100·9 |
| November | 101·0 | 101·9 | 100·5 | 99·7 | 100·5 | 101·0 |
| December | 100·5 | 100·3 | 101·0 | 99·7 | 100·4 | 101·1 |
| Year | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 | 100·0 |
| 1950—January | 100·1 | 98·1 | 101·1 | 99·6 | 100·6 | 102·0 |
| February | 100·2 | 98·4 | 101·1 | 99·5 | 100·6 | 102·2 |
| March | 100·9 | 98·8 | 104·7 | 98·9 | 100·8 | 102·2 |
| April | 101·2 | 99·8 | 104·9 | 99·2 | 101·2 | 102·2 |
| May | 101·2 | 99·3 | 105·1 | 99·1 | 101·1 | 102·2 |
| June | 101·9 | 100·9 | 105·9 | 99·1 | 101·5 | 102·3 |
| July | 102·7 | 102·6 | 107·4 | 99·1 | 101·6 | 102·4 |
| August | 103·3 | 103·8 | 107·8 | 99·3 | 102·6 | 102·5 |
| September | 104·3 | 105·4 | 108·7 | 99·9 | 103·4 | 103·0 |
| October | 105·9 | 107·6 | 109·0 | 100·6 | 104·6 | 105·2 |
| November | 106·4 | 108·4 | 109·5 | 101·0 | 105·1 | 105·4 |
| December | 106·6 | 108·4 | 109·6 | 101·3 | 105·5 | 105·7 |
| Year | 102·9 | 102·6 | 106·2 | 99·7 | 102·4 | 103·1 |
| 1951—January | 107·7 | 109·9 | 110·0 | 102·6 | 107·1 | 107·4 |
| February | 109·1 | 111·0 | 110·4 | 105·1 | 108·6 | 108·0 |
| March | 110·8 | 114·1 | 111·5 | 106·7 | 110·5 | 108·3 |
| April | 111·7 | 115·5 | 111·8 | 108·5 | 111·4 | 108·6 |
| May | 112·2 | 114·3 | 112·4 | 109·0 | 112·7 | 110·4 |
| June | 113·7 | 115·8 | 115·2 | 109·5 | 113·8 | 111·8 |
| July | 114·6 | 117·9 | 115·5 | 109·7 | 114·3 | 112·2 |
| August | 115·5 | 119·0 | 114·8 | 110·7 | 115·1 | 113·4 |
| September | 116·5 | 120·5 | 117·2 | 111·9 | 115·5 | 113·6 |
| October | 117·1 | 121·3 | 117·2 | 114·1 | 115·8 | 114·1 |
| November | 117·9 | 122·5 | 118·2 | 114·5 | 115·9 | 114·8 |
| December | 118·1 | 122·5 | 118·2 | 115·2 | 116·4 | 115·9 |
| Year | 113·7 | 117·0 | 114·4 | 109·8 | 113·1 | 111·5 |
| 1952—January | 118·2 | 122·4 | 118·3 | 114·9 | 116·4 | 115·5 |
| February | 117·6 | 120·8 | 118·3 | 113·5 | 116·3 | 115·8 |
| March | 116·9 | 117·6 | 119·1 | 112·9 | 116·9 | 116·4 |
| April | 116·8 | 117·2 | 119·4 | 112·5 | 116·8 | 116·6 |
| May | 115·9 | 115·5 | 119·6 | 112·3 | 116·2 | 115·6 |
| June | 116·0 | 115·7 | 120·4 | 111·8 | 115·9 | 115·7 |
| July | 116·1 | 116·0 | 120·6 | 111·7 | 115·9 | 115·6 |
| August | 116·0 | 115·7 | 120·6 | 111·6 | 115·8 | 115·8 |
| September | 116·1 | 115·8 | 121·2 | 110·9 | 116·0 | 115·8 |
| October | 116·0 | 115·1 | 121·5 | 109·9 | 116·2 | 116·4 |
| November | 116·1 | 115·7 | 121·4 | 109·8 | 115·9 | 116·6 |
| December | 115·8 | 114·1 | 122·2 | 109·7 | 116·1 | 116·6 |
| 1953—January | 115·7 | 113·5 | 122·3 | 109·7 | 116·5 | 116·7 |
| February | 115·5 | 112·7 | 122·5 | 109·6 | 116·6 | 116·7 |
| March | 114·8 | 111·6 | 122·5 | 109·7 | 116·7 | 115·2 |
| April | 114·6 | 110·9 | 122·7 | 109·7 | 116·9 | 115·0 |
| May | 114·4 | 110·1 | 122·9 | 110·1 | 116·6 | 115·1 |
| June | 114·9 | 111·4 | 123·6 | 110·1 | 116·6 | 115·1 |
| July | 115·4 | 112·7 | 123·9 | 110·3 | 117·0 | 115·2 |
| August | 115·7 | 112·8 | 124·1 | 110·4 | 117·2 | 115·8 |
| September | 116·2 | 114·0 | 124·2 | 110·4 | 117·4 | 115·9 |
| October | 116·7 | 115·5 | 124·5 | 110·3 | 117·5 | 116·0 |
| November | 116·2 | 113·4 | 125·0 | 110·3 | 117·4 | 116·3 |
| December | 115·8 | 112·1 | 125·2 | 110·2 | 117·4 | 116·3 |
| 1954—January | 115·7 | 111·6 | 125·4 | 110·1 | 117·5 | 116·4 |
| February | 115·7 | 111·7 | 125·4 | 110·0 | 117·5 | 116·5 |
| March | 115·5 | 110·7 | 125·6 | 109·8 | 117·6 | 116·6 |
| April | 115·6 | 110·4 | 125·6 | 109·9 | 118·1 | 117·2 |
| May | 115·5 | 110·2 | 125·8 | 109·9 | 117·3 | 117·5 |
| June | 116·1 | 112·0 | 126·4 | 109·7 | 117·1 | 117·5 |
| July | 116·2 | 112·1 | 126·6 | 109·6 | 117·2 | 117·6 |
| August | 117·0 | 114·4 | 127·0 | 109·6 | 117·2 | 117·7 |
| September | 116·8 | 113·8 | 127·2 | 109·5 | 117·2 | 117·6 |
| October | 116·8 | 113·8 | 127·4 | 108·4 | 117·3 | 117·9 |
| November | 116·8 | 113·4 | 127·9 | 108·2 | 117·2 | 118·2 |



98055—10½

## TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER, 1954

(1949=100)

SOURCE: Dominion Bureau of Statistics

| — | Total | | | Food | Shelter | Clothing | House-hold Operation | Other Com-modities and Services |
|---|---|---|---|---|---|---|---|---|
| | Oct. 1, 1953 | Sept. 1, 1954 | Oct. 1, 1954 | | | | | |
| (1) St. John's, Nfld. | 102·8 | 103·4 | 103·0 | 101·3 | 107·5 | 101·9 | 103·3 | 103·5 |
| Halifax | 114·0 | 114·8 | 114·6 | 108·4 | 123·3 | 115·2 | 119·0 | 116·1 |
| Saint John | 116·1 | 117·7 | 117·6 | 113·8 | 122·1 | 117·9 | 116·4 | 123·0 |
| Montreal | 117·4 | 116·6 | 117·0 | 115·0 | 134·0 | 107·3 | 116·0 | 116·8 |
| Ottawa | 116·4 | 116·9 | 117·3 | 113·8 | 129·7 | 111·8 | 116·4 | 119·1 |
| Toronto | 118·4 | 118·8 | 118·9 | 111·9 | 142·5 | 110·5 | 116·5 | 119·1 |
| Winnipeg | 115·0 | 115·7 | 115·5 | 111·7 | 124·4 | 113·1 | 113·5 | 117·6 |
| Saskatoon-Regina | 114·3 | 115·1 | 115·2 | 114·1 | 114·9 | 116·4 | 118·4 | 113·0 |
| Edmonton-Calgary | 115·3 | 115·7 | 115·6 | 112·7 | 120·9 | 112·8 | 115·5 | 118·3 |
| Vancouver | 116·7 | 118·1 | 118·6 | 113·5 | 125·8 | 112·7 | 125·5 | 121·3 |

N.B.—Indexes above measure percentage changes in prices overtime in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951=100.

## TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

Base (1949=100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

| *Commodities | Per | Dec. 1941 | Dec. 1945 | Year 1951 | Oct. 1951 | Year 1952 | Oct. 1952 | Year 1953 | Oct. 1953 | Sept. 1954 | Oct. 1954 | Price Oct. 1954 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Beef, sirloin steak | lb. | 47·4 | 61·0 | 143·5 | 151·6 | 132·7 | 123·1 | 113·0 | 112·2 | 116·6 | 115·0 | 81·0 |
| Beef, round steak | lb. | 44·1 | 59·1 | 142·9 | 151·0 | 133·3 | 122·8 | 112·0 | 110·0 | 112·6 | 111·3 | 74·6 |
| Beef, blade | lb. | 43·7 | 52·7 | 151·3 | 159·0 | 133·5 | 119·7 | 106·2 | 100·3 | 101·1 | 101·1 | 48·9 |
| Beef, stewing, boneless | lb. | 41·0 | 48·5 | 155·3 | 164·9 | 142·6 | 129·3 | 115·2 | 109·4 | 107·0 | 106·4 | 49·6 |
| Lamb, leg roast | lb. | 42·2 | 60·3 | 130·1 | 133·6 | 126·7 | 113·7 | 112·2 | 104·7 | 109·1 | 101·6 | 73·2 |
| Pork, fresh loin, centre-cut | lb. | 53·3 | 61·2 | 114·8 | 125·4 | 99·0 | 102·3 | 113·7 | 121·6 | 113·6 | 106·9 | 68·2 |
| Pork, fresh shoulder, hock off | lb. | 50·2 | 54·2 | 117·9 | 116·5 | 101·7 | 101·7 | 104·8 | 111·8 | 101·1 | 94·0 | 45·6 |
| Bacon, side, fancy, sliced, rind off | ½ lb. | 56·2 | 61·2 | 95·4 | 102·9 | 78·4 | 73·9 | 101·0 | 127·2 | 109·5 | 102·9 | 43·6 |
| Lard, pure, package | lb. | 66·7 | 73·6 | 121·1 | 119·1 | 72·5 | 62·2 | 88·4 | 115·5 | 105·2 | 106·5 | 25·0 |
| Shortening, package | lb. | 57·4 | 58·6 | 112·4 | 110·6 | 92·3 | 87·7 | 87·4 | 88·6 | 92·3 | 91·7 | 29·6 |
| Eggs, grade "A" large, carton | doz. | 77·3 | 91·1 | 116·5 | 133·6 | 96·0 | 114·8 | 109·9 | 134·3 | 102·4 | 105·5 | 64·9 |
| Milk | qt. | 67·3 | 57·8 | 110·0 | 110·6 | 118·4 | 118·5 | 118·5 | 118·5 | 118·5 | 118·5 | 21·1 |
| Butter, creamery, prints | lb. | 58·2 | 61·4 | 104·9 | 105·7 | 102·4 | 97·8 | 100·7 | 100·8 | 96·1 | 96·4 | 62·3 |
| Cheese, plain, processed, ½ lb | pkg. | 78·2 | 72·6 | 111·1 | 114·8 | 115·9 | 114·4 | 113·2 | 111·7 | 112·7 | 112·7 | 32·9 |
| Bread, plain, white, wrapped, sliced | lb. | 66·7 | 66·7 | 115·5 | 119·7 | 119·3 | 118·7 | 121·5 | 124·8 | 126·8 | 126·8 | 12·5 |
| Flour, all-purpose | lb. | 58·4 | 56·8 | 106·9 | 107·6 | 105·9 | 104·7 | 108·9 | 111·9 | 109·0 | 109·0 | 7·6 |
| Corn Flakes, 8 oz | pkg. | 61·6 | 60·9 | 113·8 | 116·9 | 122·4 | 123·2 | 123·2 | 123·2 | 123·2 | 123·2 | 17·4 |
| Tomatoes, canned 2½'s | tin | 64·3 | 67·2 | 115·0 | 123·0 | 143·6 | 135·6 | 121·8 | 116·6 | 103·7 | 107·2 | 21·5 |
| Peas, 20 oz | tin | 77·9 | 82·4 | 107·2 | 112·2 | 116·9 | 119·5 | 120·0 | 120·1 | 119·5 | 119·5 | 21·0 |
| Corn, cream, choice, 20 oz | tin | 68·5 | 70·7 | 95·9 | 97·0 | 103·2 | 103·6 | 96·3 | 94·7 | 93·1 | 93·6 | 17·9 |
| Onions, cooking | lb. | 68·9 | 83·8 | 99·4 | 102·9 | 158·6 | 129·0 | 119·8 | 92·4 | 118·2 | 108·7 | 8·0 |
| Potatoes, No. 1, table | 10 lbs. | 58·1 | 94·1 | 99·9 | 100·8 | 196·9 | 157·3 | 111·8 | 89·3 | 133·5 | 116·5 | 40·6 |
| Raisins, seedless, bulk or in bag | lb. | 80·0 | 84·6 | 127·5 | 141·7 | 138·9 | 136·0 | 135·2 | 136·0 | 132·6 | 132·6 | 23·4 |
| Oranges, California | doz. | 89·2 | 107·7 | 109·6 | 112·3 | 105·3 | 105·1 | 94·8 | 93·7 | 134·3 | 138·0 | 48·6 |
| Jam, Strawberry, 16 oz | jar | 74·9 | 76·7 | 114·0 | 114·9 | 110·6 | 106·9 | 104·5 | 105·6 | 108·2 | 109·1 | 25·3 |
| Peaches, 15 oz | tin | 69·9 | 73·5 | 105·5 | 106·0 | 104·4 | 102·6 | 97·7 | 96·8 | 100·6 | 100·1 | 20·7 |
| Sugar, granulated, bulk or in bag | lb. | 87·5 | 87·5 | 129·8 | 134·1 | 121·0 | 112·7 | 107·8 | 106·2 | 100·8 | 99·7 | 9·2 |
| Coffee, medium quality, in bag | lb. | 72·7 | 66·4 | 163·2 | 165·3 | 163·0 | 161·1 | 164·1 | 166·8 | 208·6 | 201·7 | 125·5 |
| Tea, black, ¼ lb | pkg. | 84·3 | 75·7 | 104·2 | 105·1 | 104·9 | 104·5 | 98·1 | 97·3 | 108·5 | 108·9 | 53·4 |

*Description and Units of Sale apply to October, 1954 Prices.

## TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

| Locality | Beef | | | | | Pork | | Bacon, side, fancy, sliced, rind-off, per ¼ lb. pkg. | Sausage, pure pork, per lb. |
|---|---|---|---|---|---|---|---|---|---|
| | Sirloin steak, per lb. | Round steak, per lb. | Blade roast, (blade removed), per lb. | Stewing, boneless, per lb. | Hamburger, per lb. | Fresh loin, centre cut, chops, per lb. | Fresh shoulder roast, hock-off, per lb. | | |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | |
| 1—St. John's | 99·4 | ..... | [a] 66·3 | [a] 47·9 | 63·7 | 80·1 | 76·5 | [e] 45·0 | 59·5 |
| **P.E.I.—** | | | | | | | | | |
| 2—Charlottetown | 72·9 | 65·8 | 55·2 | 42·1 | 39·7 | 65·1 | 49·8 | 42·5 | 48·1 |
| **Nova Scotia—** | | | | | | | | | |
| 3—Halifax | 83·4 | 72·0 | [a] 46·1 | 48·3 | 45·1 | 66·8 | 50·3 | 49·0 | 57·6 |
| 4—Sydney | 76·8 | 71·4 | [a] 50·3 | 48·9 | 47·3 | 67·6 | 49·2 | 46·9 | 50·1 |
| **New Brunswick—** | | | | | | | | | |
| 5—Moncton | 74·7 | 67·7 | 49·8 | 45·7 | 41·8 | 69·0 | 49·0 | 47·4 | 51·7 |
| 6—Saint John | 77·5 | 69·8 | [a] 50·4 | 51·1 | 43·2 | 70·8 | 50·4 | 49·5 | 50·4 |
| **Quebec—** | | | | | | | | | |
| 7—Chicoutimi | 83·0 | 83·0 | 56·8 | 43·8 | 43·0 | 66·3 | 57·7 | 47·8 | 44·8 |
| 8—Hull | 73·5 | 73·2 | 47·7 | 47·5 | 39·3 | 67·0 | 48·0 | 39·6 | 55·1 |
| 9—Montreal | 89·2 | 83·6 | [a] 46·2 | 50·0 | 40·4 | 66·4 | 44·2 | 41·4 | 58·8 |
| 10—Quebec | 84·8 | 78·5 | [a] 43·8 | 43·4 | 44·9 | 58·2 | 44·8 | 41·6 | 52·0 |
| 11—Sherbrooke | 82·9 | 79·3 | 51·5 | 51·3 | 35·7 | 64·6 | 47·2 | 43·8 | 40·8 |
| 12—Sorel | 76·5 | 71·2 | 51·3 | 41·1 | 41·7 | 64·0 | 49·1 | 45·1 | 58·0 |
| 13—Three Rivers | 91·2 | 77·5 | 42·8 | 43·2 | 39·1 | 64·1 | 48·1 | 44·2 | 58·6 |
| **Ontario—** | | | | | | | | | |
| 14—Brantford | 73·7 | 70·6 | 52·8 | 47·4 | 38·7 | 68·1 | 44·3 | 46·4 | 53·6 |
| 15—Cornwall | 73·3 | 69·4 | [a] 43·6 | 46·5 | 38·3 | 63·5 | 48·0 | 42·9 | 56·5 |
| 16—Fort William | 75·9 | 72·9 | [a] 49·7 | 52·6 | 42·0 | 60·2 | ..... | 46·8 | 52·7 |
| 17—Hamilton | 79·5 | 74·0 | 49·0 | 50·8 | 40·5 | 71·2 | 44·0 | 47·0 | 51·2 |
| 18—Kirkland Lake | 78·5 | 75·2 | 48·7 | 50·0 | 42·5 | 66·8 | [d] 49·8 | 51·7 | 60·5 |
| 19—London | 77·8 | 74·1 | 49·7 | 48·7 | 41·6 | 66·8 | 43·9 | 46·0 | 53·6 |
| 20—North Bay | 75·7 | 74·3 | 46·3 | 42·8 | 40·5 | 63·3 | 44·3 | 47·8 | 49·7 |
| 21—Oshawa | 74·2 | 71·8 | 46·0 | 46·3 | 38·7 | 70·4 | 40·9 | 45·0 | 47·9 |
| 22—Ottawa | 76·4 | 71·3 | 48·3 | 49·2 | 36·9 | 68·1 | 44·0 | 41·3 | 56·8 |
| 23—Sault Ste. Marie | 77·3 | 76·5 | [a] 50·0 | 55·3 | 50·5 | 68·2 | 53·2 | 46·5 | 55·7 |
| 24—Sudbury | 69·6 | 69·6 | [a] 49·5 | 50·1 | 38·3 | 63·6 | [d] 51·8 | 43·9 | 51·6 |
| 25—Toronto | 81·2 | 75·6 | [a] 54·2 | 50·7 | 40·4 | 66·8 | 40·7 | 44·1 | 48·2 |
| 26—Windsor | 73·1 | 67·8 | [a] 47·2 | 51·4 | 40·1 | 70·6 | [d] 50·4 | 46·6 | 54·5 |
| **Manitoba—** | | | | | | | | | |
| 27—Winnipeg | 75·9 | 69·1 | 50·8 | 47·9 | 43·6 | 64·3 | [d] 47·7 | 42·6 | 47·7 |
| **Saskatchewan—** | | | | | | | | | |
| 28—Regina | 75·2 | 69·0 | [a] 50·0 | 48·7 | 40·0 | 62·7 | [d] 52·9 | 48·3 | 54·2 |
| 29—Saskatoon | 79·2 | 77·4 | [a] 53·2 | 58·3 | 47·7 | 61·8 | [d] 51·3 | 46·8 | 51·9 |
| **Alberta—** | | | | | | | | | |
| 30—Calgary | 79·4 | 70·8 | 54·8 | 52·6 | 40·8 | 61·1 | [d] 51·9 | 44·1 | 51·4 |
| 31—Edmonton | 73·2 | 67·5 | [a] 45·5 | 49·5 | 38·6 | 57·5 | 40·8 | 44·9 | 45·1 |
| **British Columbia—** | | | | | | | | | |
| 32—Prince Rupert | 89·8 | 82·6 | [a] 56·6 | 56·4 | 42·8 | 72·4 | 60·8 | 51·4 | 62·0 |
| 33—Trail | 81·7 | 75·0 | 61·5 | 55·5 | ..... | 72·0 | 51·7 | 48·6 | 60·0 |
| 34—Vancouver | 93·6 | 78·6 | 58·1 | 57·2 | 44·9 | 71·7 | [d] 55·2 | 47·9 | 54·4 |
| 35—Victoria | 93·4 | 81·2 | 58·7 | 58·0 | 51·3 | 70·4 | 54·6 | 46·8 | 53·3 |

| Locality | Lamb, leg roast, per lb. | Flour, white, all-purpose, per lb. | Bread, plain white, wrapped, sliced, per lb. | Corn flakes, per 8 oz. pkg. | Sugar, granulated, per lb. | Jam, strawberry, with pectin, per 32 oz. jar. | Eggs, fresh, Grade "A" large, carton, per doz. | Milk, fresh, per quart. | Butter, creamery, first grade, per 1 lb. print. |
|---|---|---|---|---|---|---|---|---|---|
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | |
| 1—St. John's | ..... | 8·3 | 12·7 | 20·4 | 10·6 | 57·2 | [f] 76·2 | [h] 32·0 | 73·5 |
| **P.E.I.—** | | | | | | | | | |
| 2—Charlottetown | 72·2 | 8·8 | 14·4 | 19·3 | 9·9 | 52·2 | 60·2 | 17·0 | 64·6 |
| **Nova Scotia—** | | | | | | | | | |
| 3—Halifax | 70·2 | 8·5 | 12·8 | 18·6 | 8·8 | 51·1 | [g] 66·9 | 20·5 | 64·3 |
| 4—Sydney | 68·9 | 8·6 | 14·0 | 19·3 | 10·0 | 51·1 | [g] 69·4 | 22·0 | 65·6 |
| **New Brunswick—** | | | | | | | | | |
| 5—Moncton | 62·3 | 8·3 | 15·6 | 18·6 | 9·3 | 52·7 | [g] 65·0 | 20·0 | 64·1 |
| 6—Saint John | 71·7 | 8·3 | 13·3 | 18·9 | 8·9 | 49·5 | [g] 69·9 | 21·0 | 65·4 |
| **Quebec—** | | | | | | | | | |
| 7—Chicoutimi | ..... | 8·4 | 16·0 | 19·3 | 9·5 | 55·7 | 68·2 | 20·0 | 59·9 |
| 8—Hull | ..... | 7·8 | 12·7 | 17·6 | 9·4 | 46·6 | [g] 68·0 | 22·0 | 59·9 |
| 9—Montreal | 71·8 | 7·8 | 12·7 | 17·3 | 8·6 | 50·1 | 68·8 | 20·0 | 60·4 |
| 10—Quebec | 77·0 | 7·7 | 12·5 | 17·7 | 8·9 | 52·7 | 69·5 | 20·0 | 62·1 |
| 11—Sherbrooke | 74·8 | 7·7 | 13·1 | 17·9 | 8·6 | 50·0 | [g] 69·1 | 20·0 | 60·1 |
| 12—Sorel | ..... | 7·7 | 12·7 | 18·0 | 8·8 | 47·6 | [g] 62·1 | 19·0 | 59·1 |
| 13—Three Rivers | ..... | 8·0 | 12·7 | 17·4 | 9·3 | 50·6 | [g] 67·6 | 19·0 | 58·9 |
| **Ontario—** | | | | | | | | | |
| 14—Brantford | 72·2 | 8·0 | 12·7 | 17·6 | 9·3 | 45·3 | [g] 66·9 | 21·0 | 62·4 |
| 15—Cornwall | ..... | 7·7 | 12·7 | 18·2 | 9·2 | 46·9 | [g] 67·6 | 20·0 | 60·8 |
| 16—Fort William | ..... | 7·9 | 14·0 | 19·0 | 9·8 | 53·2 | [g] 64·0 | 23·0 | 62·7 |
| 17—Hamilton | 79·9 | 8·2 | 12·7 | 17·6 | 9·4 | 46·5 | [g] 69·2 | 22·0 | 63·2 |
| 18—Kirkland Lake | 70·3 | 7·9 | 12·0 | 18·7 | 10·1 | 51·8 | 70·8 | 25·0 | 62·0 |
| 19—London | 80·9 | 8·0 | 12·7 | 17·5 | 9·5 | 46·9 | [g] 61·3 | 21·0 | 63·3 |
| 20—North Bay | ..... | 8·2 | 13·0 | 19·1 | 10·2 | ..... | ..... | 22·0 | 63·8 |
| 21—Oshawa | 79·7 | 7·8 | 12·7 | 17·6 | 9·2 | 45·3 | [g] 68·0 | 21·0 | 60·9 |
| 22—Ottawa | 73·0 | 8·0 | 12·7 | 17·4 | 9·2 | 47·7 | 71·8 | 21·6 | 61·7 |
| 23—Sault Ste. Marie | ..... | 8·4 | 13·3 | 19·3 | 10·3 | 49·6 | 67·2 | 23·0 | 62·9 |
| 24—Sudbury | 68·5 | 8·0 | 13·3 | 18·2 | 9·8 | 48·6 | 67·8 | 23·0 | 62·8 |
| 25—Toronto | 71·0 | 7·7 | 12·7 | 17·4 | 8·8 | 44·5 | [g] 65·5 | 22·0 | 62·1 |
| 26—Windsor | 71·0 | 8·1 | 12·7 | 17·7 | 9·3 | 49·2 | 66·7 | 22·0 | 62·6 |
| **Manitoba—** | | | | | | | | | |
| 27—Winnipeg | 71·0 | 7·4 | 15·0 | 17·8 | 10·6 | [t] 70·1 | [g] 62·2 | 21·0 | 61·6 |
| **Saskatchewan—** | | | | | | | | | |
| 28—Regina | 73·6 | 8·0 | 14·4 | 18·4 | 11·5 | [t] 68·4 | 60·0 | 20·0 | 60·4 |
| 29—Saskatoon | ..... | 7·8 | 13·6 | 17·8 | 13·0 | [t] 67·5 | [g] 59·7 | 20·5 | 61·1 |
| **Alberta—** | | | | | | | | | |
| 30—Calgary | 72·4 | 7·5 | 14·4 | 18·1 | 11·0 | [t] 65·1 | [g] 62·0 | 21·0 | 63·1 |
| 31—Edmonton | 71·8 | 7·7 | 14·4 | 17·9 | 11·1 | [t] 64·7 | [g] 59·5 | 20·0 | 65·3 |
| **British Columbia—** | | | | | | | | | |
| 32—Prince Rupert | 87·0 | 8·5 | 14·0 | 18·8 | 10·7 | [t] 64·0 | 66·4 | 31·0 | 67·1 |
| 33—Trail | 81·7 | 8·3 | 17·0 | 18·2 | 11·0 | [t] 68·4 | [g] 69·4 | 23·0 | 66·2 |
| 34—Vancouver | 75·2 | 7·9 | ..... | 17·8 | 9·3 | [t] 59·6 | [g] 58·8 | 21·4 | 66·0 |
| 35—Victoria | 83·5 | 7·8 | 16·0 | 17·9 | 9·6 | [t] 61·4 | [g] 63·1 | 24·0 | 66·6 |

SOURCE: Dominion

| Locality | Cheese, plain, processed, per ½ lb. pkg. | Margarine, per 1 lb. pkg. | Lard, pure, per 1 lb. pkg. | Shortening, per 1 lb. pkg. | Salmon, canned, fancy pink, per ½ lb. flat | Orange juice, unsweetened, per 20 oz. tin | Peaches, choice, halves, per 15 oz. tin | Canned Vegetables | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Tomatoes, choice, 2½'s (28 oz.) per tin | Peas, choice, per 20 oz. tin | Corn, cream, choice, per 20 oz. tin |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| **Newfoundland—** | | | | | | | | | | |
| 1—St. John's | 35·3 | 32·1 | ..... | 34·8 | ..... | 18·9 | 48·7 s | 26·6 | 25·0 | 22·3 |
| **P.E.I.—** | | | | | | | | | | |
| 2—Charlottetown | 36·8 | ..... | 29·1 | 32·1 | 27·7 | 19·6 | 21·0 | 24·1 | 23·3 | 21·4 |
| **Nova Scotia—** | | | | | | | | | | |
| 3—Halifax | 35·6 | 40·4 | 28·6 | 31·0 | 28·0 | 18·4 | 22·6 | 22·8 | 23·5 | 19·3 |
| 4—Sydney | 36·4 | 38·7 | 26·7 | 30·4 | 26·2 | 21·5 | 23·2 | 24·0 | 23·2 | 20·4 |
| **New Brunswick—** | | | | | | | | | | |
| 5—Moncton | 36·2 | 37·6 | 28·0 | 30·9 | 26·1 | 19·2 | 23·3 | 22·3 | 22·4 | 18·7 |
| 6—Saint John | 36·5 | 39·0 | 29·7 | 30·9 | 26·8 | 17·9 | 22·0 | 22·6 | 24·2 | 18·1 |
| **Quebec—** | | | | | | | | | | |
| 7—Chicoutimi | 35·7 | ..... | 29·2 | 33·2 | 26·2 | 18·2 | ..... | 22·3 | 22·7 | 20·0 |
| 8—Hull | 32·2 | ..... | 25·5 | 29·2 | 24·8 | 17·5 | 19·5 | 21·0 | 21·0 | 15·7 |
| 9—Montreal | 33·0 | ..... | 25·5 | 30·2 | 25·6 | 17·3 | 19·9 | 22·2 | 20·8 | 19·0 |
| 10—Quebec | 34·4 | ..... | 27·8 | 31·3 | 25·9 | 17·3 | 20·4 | 21·1 | 21·0 | 18·0 |
| 11—Sherbrooke | 34·1 | ..... | 25·0 | 29·4 | 25·7 | 17·4 | 21·8 | 19·2 | 20·8 | 19·6 |
| 12—Sorel | 33·4 | ..... | 26·6 | 29·5 | 25·9 | 17·3 | 21·8 | 20·1 | 19·7 | 16·6 |
| 13—Three Rivers | 33·6 | ..... | 25·0 | 29·8 | 25·8 | 17·6 | ..... | 20·2 | 20·9 | 19·4 |
| **Ontario—** | | | | | | | | | | |
| 14—Brantford | 32·9 | 39·5 | 25·7 | 29·4 | 25·2 | 18·7 | 21·0 | 21·7 | 21·2 | 17·6 |
| 15—Cornwall | 33·8 | 37·3 | 27·7 | 29·4 | 26·1 | 18·3 | 20·1 | 20·7 | 20·2 | 16·9 |
| 16—Fort William | 35·8 | 36·9 | 26·4 | 30·3 | 26·8 | 19·6 | 20·9 | 22·5 | 22·2 | 18·5 |
| 17—Hamilton | 33·2 | 39·3 | 26·1 | 30·9 | 25·5 | 19·1 | 21·3 | 21·6 | 21·4 | 16·2 |
| 18—Kirkland Lake | 33·6 | 37·4 | 27·0 | 30·6 | 25·8 | 19·1 | ..... | 22·8 | 22·5 | 18·2 |
| 19—London | 33·1 | 39·1 | 27·5 | 29·7 | 24·9 | 18·0 | 21·2 | 23·0 | 20·6 | 17·5 |
| 20—North Bay | 34·0 | 39·0 | 30·7 | 30·8 | 28·5 | 18·5 | ..... | 22·0 | 21·2 | 16·9 |
| 21—Oshawa | 33·0 | 39·5 | 26·9 | 29·2 | 23·5 | 18·0 | 20·2 | 20·8 | 20·3 | 16·6 |
| 22—Ottawa | 32·9 | 39·5 | 27·1 | 30·3 | 25·2 | 18·2 | 21·0 | 21·0 | 21·8 | 17·2 |
| 23—Sault Ste. Marie | 34·4 | 39·9 | 28·2 | 31·1 | 25·4 | 17·4 | ..... | 22·0 | 23·4 | 17·9 |
| 24—Sudbury | 33·0 | 37·3 | 27·0 | 29·2 | 24·0 | 18·4 | ..... | 22·2 | 21·8 | 16·1 |
| 25—Toronto | 32·4 | 39·3 | 26·6 | 29·8 | 24·1 | 17·4 | 21·2 | 21·3 | 21·1 | 17·0 |
| 26—Windsor | 33·0 | 39·6 | 26·8 | 30·6 | 24·5 | 19·0 | 21·6 | 19·2 | 16·8 m | 15·7 m |
| **Manitoba—** | | | | | | | | | | |
| 27—Winnipeg | 35·4 | 41·1 | 23·9 | 29·2 | 25·9 | 18·4 | 22·0 | 22·9 | 16·4 m | 17·9 |
| **Saskatchewan—** | | | | | | | | | | |
| 28—Regina | 36·1 | 41·0 | 23·8 | 32·0 | 27·3 | 19·4 | 23·1 | 24·4 | 23·3 | 18·8 |
| 29—Saskatoon | 35·1 | 39·3 | 23·6 | 31·4 | 26·1 | 19·8 | 22·7 | 23·2 | 23·4 | 19·6 |
| **Alberta—** | | | | | | | | | | |
| 30—Calgary | 34·3 | 39·7 | 21·0 | 31·2 | 25·4 | 19·2 | 22·6 | 25·3 | 20·2 | 19·7 |
| 31—Edmonton | 34·9 | 41·7 | 23·2 | 32·6 | 26·3 | 20·0 | 23·0 | 25·0 | 22·9 | 20·4 |
| **British Columbia—** | | | | | | | | | | |
| 32—Prince Rupert | 37·8 | 40·5 | 27·0 | 33·0 | 25·0 | 22·9 | 24·9 | 28·2 | 18·6 m | 17·2 m |
| 33—Trail | 36·8 | 40·6 | 26·0 | 34·3 | 25·0 | 21·6 | 23·2 | 27·8 | 19·4 m | 19·0 m |
| 34—Vancouver | 35·6 | 39·6 | 25·7 | 30·2 | 23·5 | 18·6 | 22·0 | 25·7 | 15·7 m | 15·2 m |
| 35—Victoria | 35·1 | 40·1 | 25·9 | 30·8 | 23·0 | 18·3 | 22·0 | 24·2 | 17·8 | 16·2 |

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (d) Including butts. (e) Local. (f) Imported. (g) Mixed-carton and loose. (h) Evaporated

| Locality | Oranges, California, 288's, per doz. | Bananas, yellow, per lb. | Potatoes, Canadian, No. 1, per 10 lbs. | Onions, No. 1 cooking, per lb. | Beans, baked with pork (15 oz.) | Raisins, seedless, Australian, per lb. | Tea, black, medium quality, per ¼ lb. pkg. | Coffee, medium quality, in bags, per lb. | Coal | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | Anthracite, per ton | Bituminous, per ton |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | $ | $ |
| **Newfoundland—** | | | | | | | | | | |
| 1—St. John's | 51·3 | 27·5 | 52·7 | 10·4 | 19·3 | k 25·9 | w 65·4 | v 142·0 | ..... | 22·87 |
| **P.E.I.—** | | | | | | | | | | |
| 2—Charlottetown | 44·7 | 23·4 | 33·1 | 8·2 | 19·2 | n 27·2 | 54·2 | v 135·7 | ..... | 17·50 |
| **Nova Scotia—** | | | | | | | | | | |
| 3—Halifax | 51·9 | 22·4 | 46·0 | 7·2 | 20·3 | 23·5 | 55·1 | 137·4 | ..... | 19·50 |
| 4—Sydney | 52·8 | 24·4 | 41·5 | 7·2 | 19·2 | n 25·5 | 55·2 | v 144·4 | ..... | 13·60 |
| **New Brunswick—** | | | | | | | | | | |
| 5—Moncton | 51·9 | 23·0 | 39·1 | 7·4 | 19·8 | n 25·0 | 53·8 | 135·0 | ..... | 19·50 |
| 6—Saint John | 51·3 | 22·5 | 39·6 | 8·1 | 20·4 | n 27·5 | 57·4 | v 143·9 | ..... | 19·69 |
| **Quebec—** | | | | | | | | | | |
| 7—Chicoutimi | 49·5 | 19·6 | 34·0 | 10·6 | 20·0 | n 27·1 | 60·0 | v 139·0 | 28·50 | ..... |
| 8—Hull | 44·4 | 19·0 | 41·5 | 9·3 | 14·6 | n 25·0 | 56·1 | 139·0 | 26·50 | ..... |
| 9—Montreal | 46·5 | 17·0 | 38·4 | 9·6 | 16·8 | n 24·6 | 51·8 | 129·8 | 26·48 | ..... |
| 10—Quebec | 46·8 | 18·4 | 33·6 | 9·6 | 17·1 | n 25·5 | 55·1 | 136·0 | 28·75 | ..... |
| 11—Sherbrooke | 52·2 | 17·9 | 36·8 | 8·0 | 17·8 | n 24·1 | 57·1 | 135·8 | 26·00 | ..... |
| 12—Sorel | 45·6 | 17·1 | 40·1 | 9·7 | 16·7 | n 23·4 | 56·2 | 135·9 | 26·50 | ..... |
| 13—Three Rivers | 50·1 | 18·8 | 37·7 | 9·3 | 15·7 | n 24·8 | 56·3 | v 135·0 | 25·50 | ..... |
| **Ontario—** | | | | | | | | | | |
| 14—Brantford | 48·9 | 19·1 | 45·5 | 6·9 | 17·2 | n 23·5 | 54·9 | 128·6 | 25·40 | ..... |
| 15—Cornwall | 45·6 | 19·0 | 41·1 | 8·3 | 17·7 | n 25·4 | 56·1 | 133·4 | 28·50 | ..... |
| 16—Fort William | 48·9 | 20·8 | 45·4 | 7·5 | 19·4 | n 26·0 | 54·2 | 130·5 | 26·75 | ..... |
| 17—Hamilton | 47·4 | 19·8 | 44·7 | 8·4 | 18·3 | n 23·2 | 54·8 | 128·9 | 25·06 | ..... |
| 18—Kirkland Lake | 55·2 | 20·2 | 50·2 | 9·1 | 20·9 | 25·6 | 57·8 | 133·8 | 30·25 | ..... |
| 19—London | 48·9 | 19·0 | 41·8 | 7·7 | 16·4 | 22·2 | 54·5 | 132·8 | 26·00 | ..... |
| 20—North Bay | 48·9 | 20·6 | 45·2 | 8·3 | ..... | n 24·0 | 55·0 | 144·5 | 28·75 | ..... |
| 21—Oshawa | 46·2 | 20·3 | 38·6 | 7·4 | 15·6 | n 23·0 | 57·3 | 126·8 | 25·70 | .... ... |
| 22—Ottawa | 47·1 | 19·0 | 42·6 | 8·6 | 17·0 | n 24·9 | 54·9 | 130·4 | 26·50 | ..... |
| 23—Sault Ste. Marie | 48·9 | 20·9 | 49·7 | 9·4 | ..... | n 24·2 | 57·4 | 130·6 | 26·00 | ..... |
| 24—Sudbury | 51·0 | 20·2 | 47·0 | 9·1 | ..... | k 24·7 | 52·0 | 127·8 | 27·95 | ..... |
| 25—Toronto | 45·0 | 18·5 | 39·0 | 7·4 | 17·6 | n 24·0 | 54·0 | 126·9 | 24·06 | ..... |
| 26—Windsor | 44·4 | 19·1 | 42·2 | 7·6 | 18·2 | n 24·4 | 55·0 | 128·8 | 26·00 | ..... |
| **Manitoba—** | | | | | | | | | | |
| 27—Winnipeg | 51·9 | 21·5 | 32·2 | 6·4 | 17·3 | n 27·2 | 53·1 | 125·1 | ..... | 21·15 |
| **Saskatchewan—** | | | | | | | | | | |
| 28—Regina | 52·2 | 23·4 | 46·9 | 9·4 | 18·4 | 26·2 | 54·7 | 127·0 | ..... | 18·50 |
| 29—Saskatoon | 57·0 | 23·8 | 53·7 | 10·6 | 18·9 | 24·6 | 51·5 | 125·1 | ..... | 17·98 |
| **Alberta—** | | | | | | | | | | |
| 30—Calgary | 54·9 | 24·1 | 45·5 | 9·2 | 16·9 | n 24·7 | 53·6 | 122·9 | ..... | ..... |
| 31—Edmonton | 54·6 | 23·4 | 52·5 | 10·2 | 17·0 | n 25·2 | 52·7 | 130·2 | ..... | 8·58 |
| **British Columbia—** | | | | | | | | | | |
| 32—Prince Rupert | 51·0 | 24·9 | 52·0 | 9·3 | 14·4 | n 25·7 | 55·0 | 125·8 | ..... | 22·90 |
| 33—Trail | 47·1 | 24·4 | 51·0 | 9·2 | 14·5 | n 27·3 | 52·7 | 126·0 | ..... | 19·75 |
| 34—Vancouver | 44·1 | 19·8 | 46·2 | 8·2 | 15·6 | n 23·3 | 53·2 | 124·9 | ..... | 21·02 |
| 35—Victoria | 50·4 | 20·4 | 44·7 | 8·5 | 14·2 | n 23·7 | 51·3 | 125·1 | ..... | 22·25 |

milk, 17·0c. per 16 oz. tin. (k) Californian, (m) 15 oz. tin. (n) Mixed-Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

## TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

| Country | Canada | United States | Mexico | United Kingdom | Ireland | France | Italy | Sweden | Switzerland | Egypt | South Africa | Australia | New Zealand |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Description of Index: | Consumer Price Index Dominion Bureau of Statistics | Consumer Price Index, Bureau of Labor Statistics | Cost of Living | Index of Retail Prices, Ministry of Labour | Consumer Price Index | Retail Price Index, Statistique Generale | Cost of Living | Consumption Price Index | Cost of Living, Federal Labour Department | Cost of Living | Cost of Living, Census and Statistics Office | Interim Retail Price Index, Commonwealth Statistician | Retail Price Index, Government Statistician |
| Localities | | | Mexico City | | | Paris | | | | Cairo | 9 Towns | 6 Capital Cities | 21 Towns |
| Base Period | 1949 | 1947–49 | 1939 | January 1952 | August 1953 | 1949 | 1938 | 1935 | August, 1939 | June-Aug. 1939 | 1938 | 1952–53 | 1st quarter 1949=1000 |
| | (a) | (b) | | (b) | | | | | (c) | | | (d) | (d) |
| 1933 | 58·8 | 55·3 | ..... | (i) 140 | (h) 151 | ..... | ..... | ..... | (e) 131 | 99 | 93·2 | ..... | 600 |
| 1939 | 63·2 | 59·4 | 100·0 | (i) 158 | (h) 178 | (m)108 | ..... | 107·5 | (e) 138 | (k) 103 | 99·9 | (p) 1029 | 748 |
| 1940 | 65·7 | 59·9 | 100·7 | (i) 184 | (h) 205 | (m)129 | ..... | 122·5 | (e) 151 | 113 | 103·4 | (p) 1051 | 782 |
| 1941 | 69·6 | 62·9 | 104·4 | (i) 199 | (h) 226 | (m)150 | ..... | 141·7 | (e) 174 | 138 | 108·2 | (p) 1111 | 810 |
| 1944 | 74·6 | 75·2 | 199·1 | (i) 201 | (h) 295 | (m)285 | ..... | 158·2 | (e) 207 | 279 | 128·8 | (p) 1270 | 872 |
| 1945 | 75·0 | 76·9 | 213·5 | (i) 203 | (h) 295 | (m)393 | ..... | 157·5 | (e) 209 | 293 | 132·2 | (p) 1270 | 884 |
| 1946 | 77·5 | 83·4 | 266·7 | (i) 203 | (h) 291 | (m)645 | ..... | 160·3 | (e) 208 | 287 | 134·1 | (p) 1278 | 891 |
| 1947 | 84·8 | 95·5 | 300·3 | (i) 203 | ..... | (m)1030 | 4575 | 162·1 | (e) 217 | 279 | 139·7 | (p) 1309 | 919 |
| 1948 | 97·0 | 102·8 | 318·9 | (j) 108 | (l) 99 | (m)1632 | 4847 | 172·4 | (e) 224 | 281 | 147·8 | (p) 1392 | 992 |
| 1949 | 100·0 | 101·8 | 336·0 | (j) 111 | (l) 100 | (m)1818 | 4915 | 175·9 | (e) 222 | 278 | 153·2 | (p) 1528 | 1009 |
| 1950 | 102·9 | 102·8 | 356·2 | (j) 114 | (l) 101 | (m)1945 | 4849 | 177·7 | 159·1 | 293 | 159·3 | (p) 1669 | 1066 |
| 1951 | 113·7 | 111·0 | 401·0 | (j) 124 | (l) 109 | 130·1 | 5320 | 207·5 | 166·7 | 319 | 171·0 | (p) 1906 | 1183 |
| 1952 | 116·5 | 113·5 | 455·7 | 102·6 | (l) 118 | 145·4 | 5546 | 223·0 | 171·0 | 317 | 185·9 | (p) 2337 | 1275 |
| 1953 | 115·5 | 114·4 | 451·2 | 105·8 | (l) 125 | 143·7 | 5654 | 224·1 | 169·8 | (n) 296·0 | 192·4 | 100·0 | 1333 |
| 1953 March | 114·8 | 113·6 | 449·9 | 105·4 | ..... | 145·2 | 5613 | 224·4 | 169·3 | 299·2 | 189·4 | 100·4 | 1307 |
| April | 114·6 | 113·7 | 449·1 | 106·4 | ..... | 144·7 | 5668 | 224·2 | 168·8 | 299·0 | 189·9 | ..... | ..... |
| May | 114·4 | 114·0 | 448·6 | 106·0 | (l) 126 | 145·5 | 5702 | 224·4 | 169·5 | 295·4 | 190·7 | ..... | ..... |
| June | 114·9 | 114·5 | 449·4 | 106·6 | ..... | 145·4 | 5718 | 224·1 | 169·7 | 293·2 | 193·6 | 101·6 | 1322 |
| July | 115·4 | 114·7 | 447·5 | 106·6 | ..... | 143·7 | 5633 | 223·3 | 169·5 | 296·2 | 192·7 | ..... | ..... |
| August | 115·7 | 115·0 | 450·6 | 105·9 | 100·0 | 143·1 | 5617 | 224·0 | 169·7 | 294·8 | 195·8 | ..... | ..... |
| September | 116·2 | 115·2 | 452·8 | 105·7 | ..... | 141·0 | 5642 | 224·0 | 170·2 | 295·3 | 196·5 | 102·4 | 1337 |
| October | 116·7 | 115·4 | 452·1 | 105·7 | ..... | 141·0 | 5664 | 224·2 | 170·4 | 296·7 | 196·0 | ..... | ..... |
| November | 116·2 | 115·0 | 448·2 | 106·0 | 100·1 | 141·3 | 5691 | 224·1 | 170·4 | (o) ..... | 193·6 | ..... | ..... |
| December | 115·8 | 114·9 | 445·0 | 105·6 | ..... | 142·1 | 5678 | 223·9 | 170·1 | 293·5 | 191·9 | 102·2 | 1366 |
| 1954 January | 115·7 | 115·2 | 446·5 | 105·8 | ..... | 143·2 | 5686 | 224·4 | 169·8 | 291·5 | 192·9 | ..... | ..... |
| February | 115·7 | 115·0 | 445·4 | 105·6 | 99·4 | 144·1 | 5710 | 224·6 | 169·5 | 286·8 | 193·0 | ..... | ..... |
| March | 115·5 | 114·8 | 446·6 | 106·6 | ..... | 143·6 | 5693 | 225·6 | 169·4 | 288·1 | 194·0 | 102·7 | 1377 |
| April | 115·6 | 114·6 | 449·0 | 107·0 | ..... | 142·4 | 5729 | 228·3 | 169·6 | 286·1 | 194·9 | ..... | ..... |
| May | 115·5 | 115·0 | 461·9 | 106·7 | 99·5 | 144·2 | 5802 | 228·0 | 170·1 | 280·6 | 194·7 | ..... | ..... |
| June | 116·1 | 115·1 | 479·4 | 107·3 | ..... | 143·8 | 5850 | 228·0 | 170·5 | 279·3 | 195·5 | 102·7 | 1400 |
| July | 116·2 | 115·2 | 480·5 | 109·1 | ..... | 141·9 | 5871 | ..... | 171·0 | ..... | 195·0 | ..... | ..... |
| August | 117·0 | 115·0 | 483·2 | 108·4 | ..... | 141·7 | ..... | ..... | 171·7 | ..... | 195·3 | ..... | ..... |
| September | 116·8 | 114·7 | ..... | ..... | ..... | 142·6 | ..... | ..... | ..... | ..... | 198·4 | ..... | 1402 |
| October | 116·8 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... |

*(a)* First of month. *(b)* Middle of month. *(c)* Last week of month. *(d)* Quarterly. *(e)* Years 1918–49 on base June 1914=100. *(f)* Yearly averages are for period from July of preceding year to June of year specified. *(g)* July. *(h)* Annual averages 1926–46 are on base July, 1914=100. *(i)* Years 1914–47 on base July. 1914=100. 1947 average is for first half of year. *(j)* Series on June, 1947 base. *(k)* Average June-December. *(l)* Annual averages 1948–53 and monthly index May 1953 on base August 1947=100. *(m)* Annual averages 1939–1950 are on base 1938=100. *(n)* 1953 average is for eleven months. *(o)* Not available. *(p)* Annual averages 1929–52 are on base 1936–39=100.

## TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935–1939=100)

(SOURCE: Dominion Bureau of Statistics)

| — | 1913 | 1918 | 1929 | 1933 | 1939 | 1952 | 1953 | Sept. 1953 | Aug. 1954 | Sept. 1954 |
|---|---|---|---|---|---|---|---|---|---|---|
| All Commodities— Classified According to Chief Component Material | 83·4 | 166·0 | 124·6 | 87·4 | 99·2 | 226·0 | 220·7 | 221·2 | 215·8 | 215·3 |
| I. Vegetable Products | 79·8 | 175·6 | 125·7 | 81·4 | 89·1 | 210·3 | 199·0 | 199·6 | 197·1 | 194·2 |
| II. Animals and Their Products | 94·4 | 169·3 | 145·2 | 79·1 | 100·6 | 248·2 | 241·7 | 245·6 | 229·7 | 228·9 |
| III. Fibres, Textiles and Textile Products | 81·6 | 220·4 | 128·1 | 97·8 | 98·9 | 251·5 | 239·0 | 237·9 | 230·8 | 230·1 |
| IV. Wood, Wood Products and Paper | 88·7 | 123·7 | 130·3 | 87·2 | 107·5 | 291·0 | 288·6 | 287·6 | 287·6 | 289·0 |
| V. Iron and Its Products | 72·3 | 164·5 | 98·2 | 89·5 | 104·8 | 219·0 | 221·4 | 221·9 | 211·5 | 212·2 |
| *VI. Non-Ferrous Metals and Their Products | 133·9 | 193·0 | 134·9 | 87·5 | 100·0 | 172·9 | 168·6 | 167·1 | 167·3 | 168·1 |
| VII. Non-Metallic Minerals and Their Products | 66·7 | 96·6 | 109·0 | 99·1 | 99·7 | 173·9 | 176·9 | 179·0 | 175·8 | 175·9 |
| VIII. Chemicals and Allied Products | 79·8 | 149·5 | 120·2 | 102·4 | 100·3 | 180·1 | 175·7 | 175·3 | 176·7 | 176·7 |
| Classified According to Degree of Manufacture— | | | | | | | | | | |
| I. All Raw (or partly manufactured) | 85·1 | 154·4 | 126·1 | 79·3 | 94·9 | 218·7 | 207·0 | 207·1 | 204·9 | 202·9 |
| II. All Manufactured (fully or chiefly) | 86·2 | 169·8 | 123·7 | 93·3 | 101·9 | 230·7 | 228·8 | 229·8 | 222·3 | 222·6 |
| Non-Residential Building Materials (1949=100) | ..... | ..... | ..... | ..... | 60·3 | 123·2 | 124·4 | 123·6 | 120·2 | 120·4 |
| Residential Building Materials | ..... | ..... | 112·4 | 89·0 | 102·3 | 284·8 | 282·6 | 280·9 | 278·0 | 278·6 |
| Canadian Farm Products Total | ..... | ..... | 140·8 | 69·3 | 92·6 | 250·2 | 219·5 | 208·9 | 207·9 | 204·1 |
| Field | ..... | ..... | 137·2 | 69·3 | 83·7 | 223·0 | 175·1 | 154·0 | 167·6 | 162·6 |
| Animal | ..... | ..... | 144·4 | 69·2 | 101·5 | 277·5 | 263·8 | 263·7 | 248·2 | 245·5 |

* Gold is included from 1935 to date.

The indexes for 1954 are subject to revision.

## G—Strikes and Lockouts

### TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-OCTOBER, 1953-1954‡

| Date | Number of Strikes and Lockouts | | Number of Workers Involved | | Time Loss | |
|---|---|---|---|---|---|---|
| | Commencing During Month | In Existence | Commencing During Month | In Existence | In Man-working Days | Per Cent of Estimated Working Time |
| 1954* | | | | | | |
| January | 24† | 24 | 10,619 | 10,619 | 156,969 | 0·19 |
| February | 7 | 17 | 749 | 4,631 | 52,270 | 0·06 |
| March | 12 | 18 | 1,107 | 1,722 | 13,945 | 0·02 |
| April | 24 | 33 | 1,657 | 2,268 | 24,661 | 0·03 |
| May | 7 | 20 | 2,032 | 3,341 | 31,040 | 0·04 |
| June | 20 | 31 | 9,086 | 10,157 | 86,085 | 0·10 |
| July | 15 | 29 | 4,410 | 6,607 | 54,111 | 0·07 |
| August | 8 | 20 | 1,207 | 3,959 | 48,210 | 0·06 |
| September | 14 | 21 | 8,597 | 9,815 | 127,582 | 0·15 |
| October | 20 | 29 | 17,948 | 26,262 | 309,986 | 0·37 |
| Cumulative totals | 151 | | 57,412 | | 904,859 | 0·11 |
| 1953 | | | | | | |
| January | 14† | 14 | 2,136† | 2,136 | 31,050 | 0·04 |
| February | 11 | 19 | 2,448 | 3,757 | 23,777 | 0·03 |
| March | 12 | 20 | 4,479 | 5,405 | 32,998 | 0·04 |
| April | 15 | 22 | 2,854 | 3,626 | 29,180 | 0·03 |
| May | 17 | 30 | 2,740 | 4,752 | 36,097 | 0·04 |
| June | 16 | 31 | 4,809 | 6,452 | 57,300 | 0·07 |
| July | 17 | 32 | 4,653 | 7,399 | 73,898 | 0·09 |
| August | 8 | 22 | 5,038 | 9,031 | 94,578 | 0·11 |
| September | 27 | 41 | 13,499 | 17,012 | 126,306 | 0·15 |
| October | 21 | 45 | 5,778 | 16,312 | 267,623 | 0·32 |
| Cumulative totals | 158 | | 48,434 | | 772,807 | 0·09 |

* Preliminary figures.

† Strikes unterminated at the end of the previous year are included in these totals.

‡The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER 1951[1]

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars[2] |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts in Progress Prior to October 1951** | | | | |
| MANUFACTURING— | | | | |
| *Vegetable, Foods, etc.*— | | | | |
| Bakery and confectionery workers, Vancouver, and Nanaimo, B.C. | 7 | 471 | 2,800 | Commenced July 8; for a new agreement providing for reduced hours from 38 to 35 per week and other changes, following reference to conciliation board; terminated October 9; negotiations; compromise. |
| *Tobacco and Liquors*— | | | | |
| Brewery workers, Regina, Sask. | 1 | 130 | 2,600 | Commenced July 30; for a new agreement providing for increased wages and other changes; unterminated. |
| *Textiles, Clothing etc.*— | | | | |
| Hosiery factory workers, Richmond, Que. | 1 | 34 | 405 | Commenced September 20; protesting proposed reduction in piecework rates; terminated October 19; negotiations; in favour of employer. |
| *Metal Products*— | | | | |
| Hardware and brass products factory workers, Stratford, Ont. | 1 | 36 | 400 | Commenced August 13; for a new agreement providing for increased wages, following reference to conciliation board; terminated by October 20; conciliation; compromise. |
| Farm implement factory workers, Toronto, Ont. | 1 | 2,500 | 50,000 | Commenced September 11; for a new agreement providing for increased wages and other changes, following reference to conciliation board; unterminated. |
| Wire cloth factory workers, Niagara Falls, Ont. | 1 | 200 | 4,000 | Commenced September 17; for a new agreement providing for increased wages and other changes; unterminated. |
| CONSTRUCTION— | | | | |
| *Buildings and Structures*— | | | | |
| Plumbers and steamfitters, Montreal, Que. | ... | 4,000 | 74,000 | Commenced September 13; for a new agreement providing for increased wages, following reference to arbitration board; unterminated. |
| Carpenters, Ottawa, Ont. | 18 | [3] 900 | 3,600 | Commenced September 17; for implementation of award of conciliation board for increased wages in new agreement under negotiations; terminated October 6; conciliation; compromise. |
| SERVICE— | | | | |
| *Business and Personal*— | | | | |
| Garage workers, Alberni and Port Alberni, B. C. | 7 | 43 | 200 | Commenced September 7; for new agreements providing for reduced hours from 44 to 40 per week with same take-home pay, following reference to conciliation board; terminated October 6; negotiations; in favour of workers. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER 1954[1]

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars[2] |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts Commencing During October 1954** | | | | |
| MINING— | | | | |
| Coal miners, coke oven, sawmill and bush workers, Michel, B.C. | 1 | 605 | 3,630 | Commenced October 18; protesting change in commencement time of shifts; terminated October 25; return of workers pending reference to umpire; indefinite. |
| Coal miners, Thorburn, N. S. | 1 | 324 | 324 | Commenced October 19; protesting two-day suspension of a miner for refusal to obey orders; terminated October 20; return of workers; in favour of employer. |
| MANUFACTURING— | | | | |
| *Vegetable Foods, etc.*— | | | | |
| Canning factory workers, Kelowna, Penticton, Vancouver, Ashcroft, Mission City, B.C. | 5 | 531 | 3,500 | Commenced October 19; for a new agreement providing for increased wages and fringe benefits, following reference to conciliation board; unterminated. |
| *Tobacco and Liquors*— | | | | |
| Soft drink routemen and helpers, Montreal, Que. | 1 | 54 | 54 | Commenced October 14; alleged discrimination in dismissal of two workers; terminated October 14; replacement; in favour of employer. |
| *Textiles, Clothing, etc.*— | | | | |
| Shirt factory workers, Montreal, Que. | 1 | 75 | 1,200 | Commenced October 7; for a union agreement providing for increased wages, following reference to arbitration board; unterminated. |
| Textile factory workers, Kitchener, Ont. | 1 | 97 | 800 | Commenced October 20; for a new agreement providing for increased wages and fringe benefits, following reference to conciliation board; unterminated. |
| *Metal Products*— | | | | |
| Machinists, Lachine, Que. | 1 | (4) 950 | 14,000 | Commenced October 9; for a new agreement providing for increased wages and other changes, following reference to arbitration board; terminated October 30; negotiations; compromise. |
| Motor vehicle factory workers, Windsor and Oakville, Ont. | 2 | 7,632 | 109,000 | Commenced October 10 and 15; for new agreements providing for increased wages and fringe benefits, following reference to conciliation boards; unterminated. |
| Structural steel fabricators and erectors, Lachine and Longue Pointe, Que. | 2 | 1,132 | 11,880 | Commenced October 15; for a new agreement providing for increased wages and reduced hours from 42½ to 40 per week with same take-home pay, following reference to arbitration board; unterminated. |
| Plumbing and heating equipment factory workers, Toronto, Ont. | 2 | (5) 736 | 5,150 | Commenced October 21; for a new agreement providing for increased wages, following reference to conciliation board; unterminated. |
| CONSTRUCTION— | | | | |
| *Buildings and Structures*— | | | | |
| Carpenters, Toronto, Ont. | 103 | 3,500 | 3,500 | Commenced October 4; for a new agreement providing for increased wages, following reference to conciliation board; terminated October 4; conciliation; compromise. |

## TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER 1954[1]

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man-Working Days | Particulars[2] |
|---|---|---|---|---|
| | Establishments | Workers | | |
| **Strikes and Lockouts Commencing During October 1954**—Concluded | | | | |
| Bricklayers, masons and plasterers, Toronto, Ont. | 103 | 1,200 | 8,400 | Commenced October 4; for a new agreement providing for increased wages, following reference to conciliation board; terminated October 13; conciliation; compromise. |
| Plumbers, apprentices and helpers, Winnipeg, Man. | 65 | 400 | 6,000 | Commenced October 4; for a new agreement providing for increased wages; terminated by October 28; negotiations; in favour of workers. |
| Plumbers and steamfitters, Southwestern Ontario. | 14 | [6] 201 | 800 | Commenced October 6; for a new agreement providing for increased wages retroactive to July 1-54 and pay for travelling time, following reference to conciliation board; terminated October 12; negotiations; compromise. |
| Carpenters, Cornwall, Ont. | 1 | 60 | 120 | Commenced October 18; alleged discrimination in employment and dismissal of workers; terminated October 19; return of workers; in favour of employer. |
| Cement finishers, Toronto, Ont. | 103 | 280 | 2,800 | Commenced October 18; for a new agreement providing for increased wages, following reference to conciliation board; unterminated. |
| Electricians, apprentices and helpers, Toronto, Ont. | 1 | 80 | 160 | Commenced October 25; for a new agreement providing for increased wages and term of agreement, following reference to conciliation board; terminated October 26; conciliation; compromise. |
| TRADE— | | | | |
| Glass workers, mechanics and truck drivers, Calgary, Alta. | 3 | 47 | 375 | Commenced October 13; for a new agreement providing for increased wages and pay for three additional statutory holidays, following reference to conciliation board; terminated October 22; conciliation; compromise. |
| SERVICE— | | | | |
| *Public Administration*— | | | | |
| School maintenance men, Windsor, Ont. | 18 | 26 | 90 | Commenced October 8; for union recognition; terminated October 12; negotiations; in favour of workers. |
| Public works employees, Wallaceburg, Ont. | 1 | 18 | 198 | Commenced October 19; for union recognition; unterminated. |

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual report.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 150 indirectly affected; (4) 600 indirectly affected; (5) 205 indirectly affected; (6) 1,360 indirectly affected.

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